



REGULAR MONTHLY BOARD MEETING

August 28, 2018

7:00 PM

**Educational Support Center
Board Meeting Room
3600-52nd Street
Kenosha, Wisconsin**

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Regular School Board Meeting
August 28, 2018
Educational Support Center
7:00 PM

- I. Pledge of Allegiance
- II. Roll Call of Members
- III. Awards/Recognition
- IV. Administrative and Supervisory Appointments
- V. Introduction and Welcome of Student Ambassador
- VI. Legislative Report
- VII. Views and Comments by the Public
- VIII. Response and Comments by Board Members (Three Minute Limit)
- IX. Remarks by the President
- X. Superintendent's Report
- XI. Consent Agenda
 - A. Consent/Approve 4
Recommendations Concerning Appointments, Leaves of Absence,
Retirements, Resignations and Separations
 - B. Consent/Approve 8
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Sessions, 7/24/18 Regular Meeting and 7/31/18 Special Meeting
 - C. Consent/Approve 24
Summary of Receipts, Wire Transfers and Check Registers
 - D. Consent/Approve 30
Policy and Rule 4110 - Equal Employment Opportunity and Affirmative
Action and Rule 4111 - Employee Harassment (Second Reading)
 - E. Consent/Approve 41
Policy 6100 - Mission, Vision, Core Values and Strategic Directions and
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XV. Predetermined Time and Date of Adjourned Meeting, If Necessary	
XVI. Adjournment	

Kenosha Unified School District
Kenosha, WI
August 28, 2018

The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE	SALARY
Appointment	Abram	Sarah	EBSOLA CA	Kindergarten	Instructional	08/28/2018	1	\$45,148.00
Appointment	Acuna	Yoshuara	EBSOLA DL	Dual Spanish	Instructional	08/28/2018	1	\$50,596.00
Appointment	Aldrich	Leila	Dimensions of Learning	Secretary 1 (10 Month)	Secretarial	08/14/2018	0.5	\$18.08
Appointment	Anderson	Brooke	Tremper High School	Special Education	ESP	08/31/2018	1	\$17.00
Appointment	Andrews	Truman	McKinley Elementary School	E.C.	Instructional	08/28/2018	1	\$41,517.00
Appointment	Athey	Sandra	Indian Trail High School & Academy	Cross Categorical	Instructional	08/28/2018	1	\$51,503.00
Appointment	Balaskas	Roxanne	Washington Middle School	Math Title I	Instructional	08/28/2018	1	\$41,517.00
Appointment	Beck	Christina	EBSOLA CA	Grade 2	Instructional	08/28/2018	1	\$42,425.00
Appointment	Bewley	Michael	Indian Trail High School & Academy	Math Intervention Specialist	Instructional	08/28/2018	1	\$43,332.00
Appointment	Bischoff	Elisabeth	Dept of Sp Ed	Coordinator of Special Education	AST	07/25/2018	1	\$90,829.00
Appointment	Bisciglia	Joseph	Indian Trail High School & Academy	Security	ESP	08/31/2018	1	\$16.00
Appointment	Bowe	Troy	Bradford High School	History	Instructional	08/28/2018	1	\$57,753.00
Appointment	Bower	Heather	Bradford High School	E.D.	Instructional	08/28/2018	1	\$41,517.00
Appointment	Brown	Riley	Lincoln Middle School	English	Instructional	08/28/2018	1	\$41,517.00
Appointment	Bushman	Kurt	Vernon Elementary School	Grade 3	Instructional	08/28/2018	1	\$54,401.00
Appointment	Carter	Daryl	Brass Community School	Special Education	ESP	08/31/2018	1	\$17.00
Appointment	Chase	Brittany	KTEC West	Science/Math	Instructional	08/28/2018	1	\$41,517.00
Appointment	Cobley	Audra	Chavez Learning Station	Preschool Associate	ESP	08/31/2018	1	\$18.00
Appointment	Collins	Sara	McKinley Elementary School	Grade 4	Instructional	08/28/2018	1	\$41,517.00
Appointment	Cruz	Diana	Lincoln Middle School	Special Education	ESP	08/31/2018	1	\$17.00
Appointment	Cushman	Justin	Stocker Elementary School	Physical Education	Instructional	08/28/2018	1	\$62,222.00
Appointment	DeBruin	Katelyn	Stocker Elementary School	Guidance	Instructional	08/28/2018	0.5	\$23,371.04
Appointment	DeFazio	Danielle	Bradford High School	English	Instructional	08/28/2018	1	\$41,517.00
Appointment	Duchrow	Stacey	Tremper High School	Science	Instructional	08/28/2018	1	\$59,778.00
Appointment	Ehlert	Amanda	Indian Trail High School & Academy	Chemistry/Biology-Life Science	Instructional	08/28/2018	1	\$41,517.00
Appointment	Evans	Karen	EBSOLA CA	Elementary Principal	AST	07/25/2018	1	\$89,015.00
Appointment	Fenske	Jan	Dimensions of Learning	Grade 6	Instructional	08/28/2018	1	\$41,517.00
Appointment	Fesko	Jessica	Indian Trail High School & Academy	Guidance- Comprehensive High School	Instructional	08/28/2018	1	\$46,580.00
Appointment	Fisher	Jaylyn	Strange Elementary School	Grade 5	Instructional	08/28/2018	1	\$41,517.00
Appointment	Fleming	Amy	Pleasant Prairie Elementary School	Kindergarten	Instructional	08/28/2018	1	\$55,134.00
Appointment	Gavin	Ashley	Bradford High School	Marketing/Business	Instructional	08/28/2018	0.9	\$43,880.32
Appointment	Gedgaudas	Christine	Stocker Elementary School	Cross Categorical	Instructional	08/28/2018	1	\$53,284.00
Appointment	Halsted	Hilary	McKinley Elementary School	Cross Categorical	Instructional	08/28/2018	1	\$41,517.00
Appointment	Hamilton	Zachary	Harborside Academy	Instrumental Music	Instructional	08/28/2018	1	\$46,580.00
Appointment	Harbury	Joel	Indian Trail High School & Academy	Earth/Space Science	Instructional	08/28/2018	1	\$41,517.00
Appointment	Hayes	Andrew	Tremper High School	Chemistry	Instructional	08/28/2018	1	\$41,517.00
Appointment	Heffel	Rachel	Frank/Wilson Elementary	Physical Education	Instructional	07/31/2018	1	\$41,517.00
Appointment	Henley	Brooke	Washington Middle School	Cross Categorical	Instructional	08/28/2018	1	\$41,517.00
Appointment	Horn	Bryanna	KTEC West	Grade 1	Instructional	08/28/2018	1	\$41,517.00
Appointment	Hughes	Bridget	Harvey/Grant Elementary Schools	Library Media Specialist	Instructional	08/28/2018	1	\$48,605.00
Appointment	Ingram	Kendall	Lincoln Middle School	L.D.	Instructional	08/28/2018	1	\$42,425.00

Kenosha Unified School District

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The Office of Human Resources recommends the following actions:

Appointment	Johnson	Sherry	Prairie Lane Elementary	E.C.	Instructional	08/28/2018	1	\$41,517.00
Appointment	Jones	Maggie	Stocker Elementary School	Music	Instructional	08/28/2018	1	\$41,517.00
Appointment	Kidwell	Stacey	Frank Elementary	Guidance	Instructional	07/31/2018	1	\$46,580.00
Appointment	Klingenmeyer	Anna	McKinley Elementary School	Grade 1	Instructional	08/28/2018	1	\$41,517.00
Appointment	Knuth	Jamian	Mahone Middle School	Science	Instructional	08/28/2018	1	\$47,872.00
Appointment	Lawler	Jacob	Bradford High School	Math	Instructional	08/28/2018	0.8	\$34,459.11
Appointment	Ledlow	Katie	Tremper High School	Special Education	ESP	08/31/2018	1	\$17.00
Appointment	McCray	Antonio	Bradford High School	Physical Education	Instructional	08/28/2018	1	\$63,340.00
Appointment	McKenzie	Clifton	Lincoln Middle School	I.S.S.	ESP	08/31/2018	1	\$15.00
Appointment	McRoberts	Lavonne	Harvey Elementary	C.D.S. (IDEA)	Instructional	08/28/2018	1	\$41,517.00
Appointment	Meli	Lisa	Bradford High School	Italian/ESL Other Language	Instructional	08/28/2018	1	\$57,858.00
Appointment	Miller	Tina	EBSOLA CA	Grade 5	Instructional	08/28/2018	1	\$70,044.00
Appointment	Miloslavic	Michelle	Tremper High School	ESL Other Language	Instructional	08/28/2018	1	\$78,983.00
Appointment	Mitchell	Nicole	Student Support/Guidance	Social Worker	Instructional	08/28/2018	1	\$51,049.00
Appointment	Montague	Chelsea	EBSOLA CA	Grade 3	Instructional	08/28/2018	1	\$41,517.00
Appointment	Morgan	Evelyn	Reuther High School	Math	Instructional	08/28/2018	1	\$41,517.00
Appointment	Morris	Nathan	Tremper High School	Math	Instructional	08/28/2018	1	\$41,517.00
Appointment	Mortensen	Nicole	Bullen Middle School	English	Instructional	08/28/2018	1	\$41,517.00
Appointment	Mueller	Karl	Washington Middle School	English	Instructional	08/28/2018	1	\$46,580.00
Appointment	Nolan	Sarah	Student Support/Guidance	Guidance	Instructional	08/28/2018	1	\$46,580.00
Appointment	Padovich	Trent	Indian Trail High School & Academy	History/Sociology	Instructional	08/28/2018	1	\$41,517.00
Appointment	Pavlik-Rattle	Stephanie	Information Services	Technology Support Technician	AST	08/06/2018	1	\$42,629.00
Appointment	Perrine	Shari	Bradford High School	Math Intervention Specialist	Instructional	08/28/2018	0.6	\$53,526.97
Appointment	Pfeger	Gayle	Tremper High School	Security	ESP	08/31/2018	1	\$15.00
Appointment	Pitts, Jr.	Martin	Indian Trail High School & Academy	Cross Categorical	Instructional	08/28/2018	1	\$41,517.00
Appointment	Plants	Jennifer	Department of Special Ed	Occupational Therapy	Instructional	08/28/2018	1	\$46,580.00
Appointment	Pritzlaff	Leanne	Bradford High School	English	Instructional	08/28/2018	1	\$41,517.00
Appointment	Reese	Morgan	EBSOLA CA	Kindergarten	Instructional	08/28/2018	1	\$41,517.00
Appointment	Reif	Christina	Somers Elementary School	Cross Categorical	Instructional	08/28/2018	1	\$41,517.00
Appointment	Rendon	Alexis	Bradford High School	Special Education	ESP	08/31/2018	1	\$17.00
Appointment	Reynolds	Caitlin	KTEC East	Grade 2	Instructional	08/28/2018	1	\$41,517.00
Appointment	Richardson	Katherine	Washington Middle School	Special Education	ESP	08/31/2018	1	\$17.00
Appointment	Rivera	Mirella	Strange Elementary School	Head Secretary	Secretarial	08/14/2018	1	\$20.08
Appointment	Rogers	Lauren	Mahone Middle School	C.D.S.	Instructional	08/28/2018	1	\$46,580.00
Appointment	Rosko	Ashlee	Reuther High School	Family and Consumer Ed	Instructional	08/28/2018	1	\$73,187.00
Appointment	Santiago	Allenha	EBSOLA CA	Grade 3	Instructional	08/28/2018	1	\$41,517.00
Appointment	Schiller	Scott	Lakeview Technology Academy	Technology Education	Instructional	08/28/2018	1	\$41,517.00
Appointment	Schober	Tanya	Stocker Elementary School	Head Secretary	Instructional	08/14/2018	1	\$20.08
Appointment	Scott	Saige	Strange Elementary School	Cross Categorical	Instructional	08/28/2018	1	\$41,517.00
Appointment	Serio	Catherine	EBSOLA DL	Dual Spanish	Instructional	08/28/2018	1	\$41,517.00
Appointment	Silkwood	Crystal	Bradford High School	Spanish	Instructional	08/28/2018	0.8	\$46,080.77
Appointment	Sinclair	Kathy	Mahone Middle School	Secretary I (10 Month)	Secretarial	08/14/2018	1	\$18.08
Appointment	Smith	Michael	Grewenow Elementary School	Grade 3	Instructional	08/28/2018	1	\$41,517.00

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The Office of Human Resources recommends the following actions:

Appointment	Stachow	Rebecca	Bullen Middle School	Intervention Specialist	Instructional	08/28/2018	1	\$56,636.00
Appointment	Stanfield	Holly	Bradford High School	Theater	Instructional	08/28/2018	0.5	\$32,748.63
Appointment	Street	Kimberly	Tremper High School	Special Education	ESP	08/31/2018	1	\$17.00
Appointment	Sykora	John	Tremper High School	Math	Instructional	08/28/2018	0.5	\$28,213.00
Appointment	Thorngate-Rein	Susannah	Bradford High School	English	Instructional	08/28/2018	1	\$41,517.00
Appointment	Tirabassi	Tricia	Vernon Elementary School	L.D.	Instructional	08/28/2018	1	\$41,517.00
Appointment	Tomchanev	Haley	Lincoln Middle School	Cross Categorical	Instructional	08/28/2018	1	\$41,517.00
Appointment	Uutela	Marsha	McKinley Elementary School	Information Health Services	ESP	08/31/2018	1	\$16.00
Appointment	Voet	Amy	Bullen Middle School	ESL Other Language	Instructional	08/28/2018	1	\$41,517.00
Appointment	Weber	Samantha	Forest Park Elementary School	Grade 5	Instructional	08/28/2018	1	\$41,517.00
Appointment	Weiler	Justine	Jefferson Elementary School	E.C.	Instructional	08/28/2018	1	\$41,517.00
Appointment	Williams	Mynida	Washington Middle School	Cross Categorical	Instructional	08/28/2018	1	\$46,580.00
Appointment	Williams	Kelsie	Mahone Middle School	Special Education	ESP	08/28/2018	1	\$17.00
Early Retirement	Hessefort	Lisa	Facility Services	Night Custodian - Second Shift	Service	09/28/2018	1	\$21.62
Early Retirement	Martin	Kathleen	Nash Elementary	Multi-Age 1/2/3	Instructional	09/14/2018	1	\$76,748.00
Early Retirement	Sax	Dale	Facility Services	Maintenance Service Worker - Grounds	Service	09/07/2018	1	\$25.91
Early, Early Retirement	Allen	Theresa	Forest Park Elementary School	Grade 5	Instructional	06/14/2018	1	\$79,891.00
Early, Early Retirement	Hoffman	Jill	Mahone Middle School	English	Instructional	06/14/2018	1	\$65,575.00
Resignation	Abram	Sarah	EBSOLA CA	Kindergarten	Instructional	08/07/2018	1	\$45,148.00
Resignation	Ayers	Bianca	Prairie Lane Elementary	Special Education	ESP	06/13/2018	1	\$15.53
Resignation	Bassler	Heidi	Student Support/Guidance	Guidance	Instructional	06/14/2018	1	\$55,519.00
Resignation	Bax	Andrew	Mahone Middle School	C.D.S.	Instructional	07/26/2018	1	\$43,332.00
Resignation	Burch	Jessica	Bradford High School	English	Instructional	07/16/2018	1	\$47,796.00
Resignation	Cummings	Elizabeth	Student Support/Guidance	Psychologist	Instructional	08/03/2018	1	\$79,891.00
Resignation	Erickson	Laura	Bullen Middle School	Cross Categorical	Instructional	06/14/2018	1	\$41,517.00
Resignation	Fielder	Allison	McKinley Elementary School	E.C. (IDEA)	Instructional	06/14/2018	1	\$41,517.00
Resignation	Francour	Karlie	Bradford High School	Social Worker	Instructional	07/11/2018	1	\$47,696.00
Resignation	Hendrickson	Inger	Washington Middle School	Grade 6	Instructional	06/14/2018	1	\$41,517.00
Resignation	Henley	Brooke	Tremper High School	Special Education Assistant	ESP	07/12/2018	1	\$15.53
Resignation	Hobart	James	Hillcrest School	Physical Education	Instructional	06/14/2018	0.8	\$47,838.00
Resignation	Johanns	Jennifer	Frank Elementary	Cross Categorical	Instructional	06/14/2018	1	\$41,517.00
Resignation	Kehl	Jacob	Facility Services	Night Custodian - Second Shift	Service	08/13/2018	1	\$21.62
Resignation	Knapp	Anne	Grewenow Elementary School	Kindergarten	Instructional	06/14/2018	1	\$66,029.00
Resignation	Lerner	Brenda	Lance Middle School	Interpreter	Interpreter	06/13/2018	1	\$27.93
Resignation	Lomax	Jack	EBSOLA-CA	Physical Education	Instructional	07/16/2018	1	\$42,425.00
Resignation	Lomax	Nicole	Bradford High School	Math	Instructional	07/26/2018	1	\$41,517.00
Resignation	Lockett	Jerry	Lincoln Middle School	Dean of Students (TITLE I)	Instructional	06/14/2018	1	\$79,891.00
Resignation	Morales	Jose	Facility Services	Night Custodian - Second Shift	Service	07/31/2018	1	\$20.62
Resignation	Muhammad	Shebaniah	Grant Elementary	Elementary Principal	AST	08/07/2018	1	\$106,442.00
Resignation	Myndia	Williams	Washington Middle School	Special Education (IDEA)	ESP	08/27/2018	1	\$15.53
Resignation	Pough	Darien	Facility Services	Night Custodian - Second Shift	Service	08/10/2018	1	\$21.62
Resignation	Rizzo	Matthew	Bradford High School	Dean of Students	Instructional	06/14/2018	1	\$63,131.00
Resignation	Torres	Stephanie	EBSOLA CA	Head Secretary 12 Month	Secretarial	08/13/2018	1	\$19.36

Kenosha Unified School District
Kenosha, WI
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The Office of Human Resources recommends the following actions:

Resignation	Villasenor	Adriana	Lance Middle School	Special Education	ESP	08/30/2018	1	\$16.18
Resignation	Weis	Ashton	Vernon Elementary School	Grade 1	Instructional	06/14/2018	1	\$41,517.00
Resignation	Williams	Joseph	Washington Middle School	Social Studies	Instructional	06/14/2018	1	\$41,517.00
Resignation	Woods	Rodena	Lincoln Middle School	I.S.S.	ESP	07/02/2018	1	\$15.53
Retirement	Caputo	Janice	Grant Elementary	Special Education	ESP	07/20/2018	1	\$17.88
Retirement	Lembke-Windler	Nancy	Forest Park Elementary School	E.C.	Instructional	06/14/2018	1	\$72,278.00

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD JULY 24, 2018

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 24, 2018, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 6:16 P.M. with the following members present: Ms. Stevens, Mr. Garcia, Mr. Duncan, Mr. Kunich, Mrs. Modder, and Mr. Wade. Dr. Savaglio-Jarvis was also present. Mr. Battle arrived later.

Mr. Wade, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Wade announced that an executive session had been scheduled to follow this special meeting for the purpose of Personnel: Position Assignments.

Ms. Stevens moved that the executive session be held. Mr. Kunich seconded the motion.

Roll call vote. Ayes: Ms. Stevens, Mr. Garcia, Mr. Duncan, Mr. Kunich, Mrs. Modder, and Mr. Wade. Noes: None. Unanimously approved.

1. Personnel: Position Assignments

Dr. Savaglio-Jarvis presented board members with three recommended position assignments.

Ms. Karen Evans arrived at 6:19 P.M. and answered questions from Board members.

Mr. Battle arrived at 6:24 P.M.

Ms. Evans was excused at 6:30 P.M.

Mrs. Elisabeth Bischoff arrived at 6:31 P.M. and answered questions from Board members. Mrs. Bischoff was excused at 6:39 P.M.

Mrs. Lorien Thomas arrived at 6:40 P.M. and answered questions from Board members. Mrs. Thomas was excused at 6:46 P.M.

Mrs. Modder moved to adjourn the meeting. Mr. Garcia seconded the motion. Unanimously approved.

Meeting adjourned at 6:49 P.M.

Stacy Schroeder Busby
School Board Secretary

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD JULY 24, 2018

A regular meeting of the Kenosha Unified School Board was held on Tuesday, July 24, 2018, at 7:00 P.M. in the Board Room of the Educational Support Center. Mr. Wade, President, presided.

The meeting was called to order at 7:00 P.M. with the following Board members present: Ms. Stevens, Mr. Garcia, Mr. Battle, Mr. Duncan, Mr. Kunich, and Mr. Wade. Dr. Savaglio-Jarvis was also present. Mrs. Modder was excused.

Mr. Wade, President, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District. Notice of this regular meeting was given to the public by forwarding the complete agenda to all requesting radio stations and newspapers. Copies of the complete agenda are available for inspection at all public schools and at the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

There were no awards/recognitions.

Dr. Savaglio-Jarvis presented three Administrative Appointments.

Ms. Stevens moved to approve Ms. Karen Evans as the Interim Principal at Edward Bain School of Language (EBSOLA) – Creative Arts. Mr. Garcia seconded the motion. Unanimously approved.

Mrs. Modder moved to approve Mrs. Elisabeth Bischoff as the Coordinator of Special Education and Student Support. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Kunich moved to approve Mrs. Lorien Thomas as the Coordinator of District Assessment and Data Research. Mr. Duncan seconded the motion. Unanimously approved.

There was no student ambassador present.

Mrs. Modder gave the legislative report.

Views and/or comments were made by the public.

Board members made their responses/comments.

There were remarks by the Board President.

Dr. Savaglio-Jarvis gave the Superintendent's Report.

Board members considered the following Consent-Approve items:

Consent-Approve item XI-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations.

Consent-Approve item XI-B – Minutes of the 7/10/18 Special Meeting and Executive Session, 6/26/18 Regular Meeting, and 6/27/18 Special Meeting.

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Sue Savaglio-Jarvis, excerpts follow:

“It is recommended that the June 2018 cash receipt deposits totaling \$2,015,434.42, and cash receipt wire transfers-in totaling \$53,338,252.06, be approved.

Check numbers 566552 through 567621 totaling \$5,191,957.53, and general operating wire transfers-out totaling \$413,495.01, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the July 2018 net payroll and benefit EFT batches totaling \$18,678,030.52, and net payroll check batches totaling \$4,631.43, be approved.”

Consent-Approve item XI-D – Policy and Rule 6450 – Early College Credit Program submitted by Mr. Kristopher Keckler, Chief Information Officer, and Dr. Savaglio-Jarvis, excerpts follow:

“Wisconsin Act 307 provided some minor clarification to the recently adopted Early College Credit Program for high school students who wish to participate in postsecondary course offerings. Though the state legislature established the initial approval for this new program which goes into effect on July 1, 2018, the first posting failed to address the existing and prevalent cost sharing scenarios develop in partnership between districts and postsecondary institutions. Without this clarification, school districts would be liable for covering postsecondary enrollment costs above and beyond the intent of the original bill.

The original language requires the school district to cover a range of enrollment costs depending on the credit bearing options selected by the student. This range is 25% (for just postsecondary credit) to 75% (for high school credit) of the actual cost of tuition for the course at the postsecondary institution.

The proposed revision aligns to the new language, with conditions provided that excludes the cost sharing burden for these local partnerships.

At its June 26, 2018, regular meeting, the Board of Education reviewed and approved the listed revisions for Policy and Rule 6450 Early College Credit Program as a first reading. Administration recommends that the School Board approve the listed revisions for a second reading at the July 24, 2018, regular School Board meeting.”

Consent-Approve item XI-E – Policy and Rule 6470 – Student Records submitted by Mr. Keckler and Dr. Savaglio-Jarvis, excerpts follow:

"Wisconsin Act 251 updated language regarding the maintenance and confidentiality of student records. Districts across the state are expected to update local policies to reflect these modifications. The primary change is the shortened time frame for school districts to process and transfer student records per official records requests. School districts must now transfer a student's records to another school or school district no later than the next working day of receiving an appropriate, written notice of enrollment, rather than the five working days as in the past. Other revisions to this policy relate to updated KUSD departments, staff roles and regulatory reference marks.

At its June 26, 2018, regular meeting, the Board of Education reviewed and approved the listed revisions for Policy and Rule 6470 Student Records as a first reading. Administration recommends that the School Board approve the listed revisions for a second reading at the July 24, 2018, regular School Board meeting."

Consent – Approve item XI-F – Policy and Rule 1210 – Communications – School Sponsored (Including Crisis), AR 1210 – Communications – School Sponsored (Crisis), Policy and Rule 1200 – Public Relations Program, and Policy 1211 – Parent/Guardian/Caregiver Information submitted by Mrs. Tanya Ruder, Chief Communications Officer, and Dr. Savaglio-Jarvis, excerpts follow:

"Policy and Rule 1210, Administrative Regulation 1210, Policy and Rule 1200 and Policy 1211 were last reviewed in 2006. Since then, the roles and responsibilities of the Office of Communications have changed, new communication tools and technologies have been implemented, and the basis on which we communicate with families has increased. Thanks to these changes, messaging is more streamlined and central support for schools has been rolled out, allowing for more timely, accurate information being shared with families throughout the district and community in both the general and crisis communications arenas.

To align with these changes, Policy and Rule 1210 has been updated to include the process used to handle general school communications and crisis communications. In addition, the language in the Administrative Regulation 1210 and Policy 1211 have been incorporated in the body of the policy, eliminating their need.

Policy and Rule 1200 are being recommended for elimination because the information outlined is more procedural than policy, is outdated, lists the wrong departments, and those items related to policy are already covered in Policy and Rule 1210 and Policy 8610. Policy and Rule 1210 is inclusive of how families and stakeholders will be communicated with at all times and the channels in which that shall occur, elimination of Policy and Rule 1200 eliminates confusion and redundancy.

Administration recommends that the board approve revised Policy and Rule 1210 – Communication with Parents/Guardians/Caretakers (Including Crisis) and eliminate Administrative Regulation – Communication – School Sponsored (Crisis), Policy and Rule 1200 – Public Relations Program, and Policy 1211 – Parent/Guardian/Caregiver Information Program as a second reading on July 24, 2018."

Consent-Approve item XI-G – Policy 2710 – Line and Staff Relations submitted by Mrs. Ruder and Dr. Savaglio-Jarvis, excerpts follow:

“In 2000, the Board of Education affirmed Policy 2710 – Line and Staff Relations. The policy states that lines of direct authority should be those approved by the Board of Education and shown on the district’s organizational chart. Upon review of other districts, including Green Bay, Madison, Milwaukee and Racine, this does not appear to be a common policy. In fact, only Madison and Green Bay have any form of organizational chart on their website.

All changes made to district leadership positions are discussed with and approved by the Board of Education prior to changes being made. However, because the organizational chart has the possibility of changing frequently, it is recommended that we eliminate Policy 2710 – Line and Staff Relations – Organizational Chart to ensure it is not regularly outdated. Instead, an organizational chart depicting the district’s leadership council will be kept by the Office of the Superintendent and made available within 48 business hours of requests received.

At its June 26, 2018, regular meeting, the Board of Education reviewed and approved revisions to Policy 2710. Administration recommends that the board approve revised Policy 2710 - Line and Staff Relations and elimination of 2710 - Line and Staff Relations - Organizational Chart as a second reading on July 24, 2018.”

Ms. Stevens moved to approve the consent agenda. Mr. Kunich seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Consideration for Renaming Reuther Auditorium submitted by Mr. Scott Plank, Coordinator of Fine Arts; Mrs. Julie Housaman, Chief Academic Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“Over the past several months individuals have requested the Board of Education to consider dedicating the “space” currently known as Reuther Central High School Auditorium to the name of an individual. In keeping with School Board Policy 7400 – Naming or Renaming District- Owned Property (Appendix A) and Policy 8860 - Citizen Advisory Committees (Appendix B), this agenda item is presented for Board of Education consideration and approval. Cited in the Kenosha News, dated July 6, 2018 and updated July 7, 2018, Board President, Mr. Dan Wade stated that he hoped to have the nomination considered, which begins with the formation of a committee and ready for a board meeting this month. Mr. Wade continued, stating that once the committee process and board consideration and formal voting has occurred, that the renaming of the auditorium could take place before the end of the year. With this direction, administration is seeking full board approval in order to move forward in a clear manner.

School Board Policy 7400 – Naming or Renaming District-Owned Property was last updated in November 2017. This policy states that:

At the request of the School Board, a naming committee shall be formed in accordance with Policy 8860 Citizen Advisory Committees to research and present recommendations along with supporting evidence to the School Board when naming or renaming district-owned property, including facilities or other spaces. Individuals interested in renaming a

facility or dedicating other spaces must submit their request in writing to the School Board for consideration.

Additionally, Policy 7400 provides clear direction to an advisory committee in considering potential names for dedicating other spaces within a building.

School Board Policy 8860 – Citizen Advisory Committees was last updated in March 2018. This policy provides the following guidance in identifying a committee:

- A citizen advisory committee is appointed by the School Board and/or Superintendent of Schools
- The Superintendent shall assign District personnel as resource persons to the committee.
- The Board President shall appoint two Board members to all citizen advisory committees.

Based on the direction provided by Board President, Mr. Dan Wade, administration recommends that the Board of Education approves the following:

1. The Board of Education approves the use of Policy 7400- Naming or Renaming District-Owned Property in appointing a committee as prescribed in Policy 8860 – Citizen Advisory Committees.
2. The Board of Education approves the Citizen Advisory Committee to follow the guidelines outlined in Policy 7400 for dedicating other spaces.
3. The School Board will consider all names submitted by the committee; and, the Board reserves the right to choose a name other than the first choice submitted by the committee for the space currently known as Reuther Central High School Auditorium.”

Mrs. Modder moved that the Board of Education approve the use of Policy 7400- Naming or Renaming District-Owned Property in appointing a committee as prescribed in Policy 8860 – Citizen Advisory Committees, approve the Citizen Advisory Committee to follow the guidelines outlined in Policy 7400 for dedicating other spaces, that the School Board consider all names submitted by the committee and that the Board reserve the right to choose a name other than the first choice submitted by the committee for the space currently known as Reuther Central High School Auditorium. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Report of Contracts in Aggregate of \$25,000 submitted by Mr. Robert Hofer, Purchasing Agent; Mr. Keckler; Mr. Hamdan; and Dr. Savaglio-Jarvis, excerpts follow:

“School Board Policy 3420 requires that “all contracts and renewals of contracts in aggregate of \$25,000 in a fiscal year shall be approved by the School Board except in the event of an emergency as determined and reported to the School Board monthly by the Purchasing Agent.”

The contracts/agreements in aggregate of \$25,000 that have been added to the Contract Management Database subsequent to July 24, 2018 with approval of the purchasing agent are shown in the database in coral color.

The following contract/agreement has not been added to the Contract Management Database and is being presented for board approval:

- Illuminate Education, Inc. (eduCLIMBER) in the amount of \$90,516.”

Mr. Keckler and Ms. Teresa Curley, Principal at Whittier Elementary School, demonstrated features of eduCLIMBER relating to assessment data and the individual intervention component for Board members.

Ms. Stevens moved to approve the contract with Illuminate Education, Inc. (eduCLIMBER) in the amount of \$90,516. Mr. Garcia seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Wage Schedules for Hourly Employees submitted by Mrs. Stacey Cameron-Weigand, Human Resources Coordinator; Mrs. Shannon Weyenberg, Chief Human Resource Officer; Mrs. Annie Petering, Human Resource Coordinator; and Dr. Savaglio-Jarvis, excerpts follow:

“Administration values all staff, and, in order to provide attention to each group a systematic approach was taken in addressing each group’s salary/ hourly wage schedules. The District prioritized creating a teacher salary schedule first. This task was done over the course of a full year as work began in the fall of 2016. A salary structure design team was formed and the team met on a regular bi-weekly basis (at a minimum) from December 14, 2016 through May 24, 2017. The team created a salary structure that was consistent, transparent and sustainable. The salary structure was adopted and approved by the Board in June of 2017 and was implemented the beginning of the 2017-2018 school year.

Next, administration addressed the Classification, Compensation and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical personnel (“AST policy”) as it was due to expire in June of 2017. Work began in fall of 2016 by compiling market source data for any former miscellaneous positions reclassified as an AST in order to accurately place those positions onto the existing AST salary schedule. The schedule was then updated to include these former miscellaneous positions. The Board approved the AST salary structure in October of 2017 retroactive to July 1, 2017 (the beginning of the new twoyear AST policy).

Administration now brings forward updated wage schedules for all hourly employees: interpreters, Educational Support Professionals (hereinafter “ESPs”), secretaries, carpenters/ painters, service, food service, and non-FTE part-time timesheet. This was a very large undertaking as it involved extensive research and interviews. The objective of this project was to create wage schedules for hourly employees that reflect current job titles by eliminating superfluous and outdated titles, and represent competitive hourly rates with room for scheduled increases along the way.

Research on updates to all hourly wage schedules began in summer of 2017. Research comprised of collecting market source data on hourly wages for positions which are substantially equal to current District hourly positions of interpreters, ESP’s,

secretaries, carpenters/ painters, service, food service, and non-FTE part-time timesheet. In addition to research, administration interviewed hourly employees in certain positions and interviewed department managers. In addition, administration collected information from the Coordinator of Special Education regarding licensing requirement for Interpreters. Administration also collected information from the Director of Facilities regarding market source data he collected from Southeast Wisconsin Union wage scale and Abbott Laboratories. Administration also collected information from the Kenosha Police Department regarding market source data for Off-Duty Police Officers and, the Director of Food Services regarding clarification of essential job functions of Unit Managers at various locations and those that are "roving".

For positions such as Educational Support Professionals (ESPs) and secretaries the goal was to interview 25% of all ESP's and secretaries. Since there were various position titles of ESP's and secretaries who performed a myriad of duties, administration wanted to conduct interviews of individuals in these positions in order ensure that their listed job titles and current essential job functions reflected their actual essential job functions.

Administration exceeded the 25% goal by interviewing 28.71% of ESP's and 57.55% of secretaries throughout the District including all the secretaries at the Educational Support Center ("ESC") building.

Based on research and interviews with employees and their department heads, administration created streamlined and updated wage schedules for hourly employees in the following positions: interpreters, ESPs, secretaries, carpenters/ painters, service, non-FTE and seasonal non-FTE (formerly referred to as part-time timesheet). In addition, administration created a new schedule, Community and Student Support, to properly reflect a group of employees, who by their job description are not paraprofessionals nor secretarial.

In summary, administration has updated expired schedules for all hourly employees. This includes creation of new schedules for clarity based on classification, e.g. Food Service and Community and Student Support.

In the process of updating these expired hourly wage schedules, administration cleaned up and reduced a large number of job titles from former expired hourly wage schedules.

The financial impact for the recommended reclassification and updated hourly wage schedules is approximately \$432, 610.22.

Administration recommends that the School Board approve the updated and revised schedules for all hourly employees. Specifically, administration recommends that the School Board approve the Interpreter hourly wage schedule (Attachment 1), Educational Support Professional hourly wage schedule (Attachment 2), the Administrative Support Professional hourly wage schedule (Attachment 3), Facilities employee hourly wage schedule (Attachment 4), Food Service hourly wage schedule (Attachment 5), Seasonal Non-FTE hourly wage schedule (Attachment 6), Non-FTE

hourly wage schedule (Attachment 7), and the Community and Student Support Hourly Wage Schedule (Attachment 8)."

Mrs. Petering and Mrs. Weyenberg gave an Hourly Employee Wage Schedules PowerPoint presentation which covered the following topics: background on district salary and hourly schedules, research performed, creation of proposed hourly wage schedules, and approximate annualized financial impact.

Mr. Kunich moved to approve the Interpreter hourly wage schedule, Educational Support Professional hourly wage schedule, the Administrative Support Professional hourly wage schedule, Facilities employee hourly wage schedule, Food Service hourly wage schedule, Seasonal Non-FTE hourly wage schedule, Non-FTE hourly wage schedule, and the Community and Student Support Hourly Wage Schedule. Mrs. Modder seconded the motion. Unanimously approved.

Mrs. Petering presented Policy and Rule 4110 - Equal Employment Opportunity and Affirmative Action and Policy and Rule 4111 – Employee Harassment submitted by Mrs. Petering and Dr. Savaglio-Jarvis, excerpts follow:

"Kenosha Unified School District ("the District") has Board Policies and Rules 4110 "Equal Employment Opportunity and Affirmative Action" and 4111 "Employee Harassment". These policies and rules assist the District in ensuring to maintain a professional work and academic environment and to provide fair and equal employment opportunities.

In review of Rules 4110 and 4111, administration discovered that both rules set forth a process more akin to a grievance process rather than a traditional complaint process. In consultation with legal counsel, it was advised that we streamline the process as our currently drafted language in Rules 4110 and 4111 were atypical and unnecessary as a complainant at any time has the right to file a complaint with state and federal agencies (Wisconsin Equal Rights Division and the Equal Employment Opportunity Commission) to seek redress if unsatisfied with the District's finding.

Administration recommends that the School Board approve revised Policy and Rule 4110 "Equal Employment Opportunity and Affirmative Action" and revised Policy and Rule 4111 "Employee Harassment" as presented this evening as a first reading."

Mrs. Petering noted that a revised Attachment B was distributed.

Attorney Christopher Hansen from Community Insurance was present to answer questions from Board members.

Mr. Kunich moved to approve revised Policy and Rule 4110 - Equal Employment Opportunity and Affirmative Action, including the distributed revised Attachment B, and revised Policy and Rule 4111 - Employee Harassment. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Policy 6100 – Mission, Vision, Core Values and Strategic Directions and Policy 6120 – Core Values submitted by Dr. Savaglio-Jarvis, excerpts follow:

“Policy 6100 was developed to outline the focus of the district. Throughout the years this policy has been adjusted to align with the district’s current goals and initiatives. The current strategic planning process began in February 2015. The district’s Pathway to Success is a plan where work continues around the Mission, Vision, Core Values and Strategic Goals set forth by the board of education. KUSD’s Pathway to Success will continue throughout the next several years. The initial work focused on developing the mission, vision, core values and strategic goals. These five goals will drive the work of the district. The board of education approved revised Policy 6100 on Sept. 22, 2015. Since that time, strategic goal teams and reactor groups have met to develop scorecards containing objectives, initiatives, measures and an implementation plan that support the strategic goals. These scorecards will guide the work of the district for the next three to five years.

Recently, it was discovered that the updates made to Policy 6100 in 2017 included the addition of the district’s new core values, however, Policy 6120 already existed to outline core goals. To align all policies and reduce replication, it is recommended that Policy 6120 be eliminated and the district’s mission, vision, core values and strategic goals be outlined in Policy 6100 going forward.

Policy 6100 is presented this evening for affirmation by the board of education.

Administration recommends that the board approve revised Policy 6100 - Mission, Vision, Core Values and Strategic Goals and elimination of Policy 6120 – Core Values as a first reading on July 24, 2018, and a second reading on Aug. 28, 2018.”

Mrs. Modder moved to approve revised Policy 6100 - Mission, Vision, Core Values and Strategic Goals as a first reading and for elimination of Policy 6120 – Core Values. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced Pathway to Success Objectives, Initiative and Scorecards (Strategic Goals #1, #2, #3, #4, and #5) submitted by Ms. Susan Valeri, Chief of School Leadership; Mrs. Julie Housaman, Chief Academic Officer; Mr. Keckler; Mr. Hamdan; Mrs. Petering; Mrs. Jennifer Navarro, Coordinator of Professional Learning; Mrs. Ruder; and Dr. Savaglio-Jarvis, excerpts follow:

“In 2015, Dr. Sue Savaglio-Jarvis, Superintendent for KUSD, began the strategic planning process for Kenosha Unified School district when the board of education together with leadership to draft the mission, vision, core values and strategic goals. By mid-year, the board had voted upon each item and the work began for district staff and others to outline what each of the strategic goals would look like.

The initial district and community-wide meeting was held on February 17, 2016, at Brass Community school. At this meeting, facilitators from Waukesha Technical College assisted with this step to provide a common starting point and framework for each of the five groups. Each group then met separately on different dates and

locations to accomplish their assigned tasks. Each of the five strategic goals created a design team. The design team included the development of the objectives, initiatives, measures, and a draft timeline of implementation.

By the end of March 2017, all five strategic goals had been filtered through several reactor groups made of us staff and/or community stakeholders. And, each of the five goals had been shared at one or two district standing committees to garnish input and feedback which refined the final objectives and initiatives. Upon approval, beginning in the fall of 2017, each facilitator will design an implementation team that will work on the action plan and steps meeting the expected timeline and outcomes.

The school board approved all five strategic goal scorecards on July 25, 2017. Team facilitators led implementation design teams on the development of action plans to complete initiatives as outlined on the goal score cards.

It is the recommendation of Administration that the Board of Education approve the continued endorsement of KUSD Strategic Goals #1, #2, #3, #4 and #5 and its related artifacts at the July 24, 2018, board meeting.”

Ms. Valeri and Mrs. Housman presented board members with an update on Strategic Goal #1.

Ms. Steven moved to approve the continued endorsement of KUSD Strategic Goal #1 and its related artifacts. Mr. Duncan seconded the motion. Unanimously approved.

Mr. Keckler and Mr. Haman presented board members with an update on Strategic Goal #2.

Mrs. Modder moved to approve the continued endorsement of KUSD Strategic Goal #2 and its related artifacts. Mr. Duncan seconded the motion. Unanimously approved.

Mrs. Petering presented board members with an update on Strategic Goal #3.

Mr. Kunich moved to approve the continued endorsement of KUSD Strategic Goal #3 and its related artifacts. Mrs. Modder seconded the motion. Unanimously approved.

Mrs. Housaman and Mrs. Navarro presented board members with an update on Strategic Goal #4.

Mr. Battle moved to approve the continued endorsement of KUSD Strategic Goal #4 and its related artifacts. Mr. Duncan seconded the motion. Unanimously approved.

Mrs. Ruder presented board members with an update on Strategic Goal #5.

Mr. Kunich moved to approve the continued endorsement of KUSD Strategic Goal #5 and its related artifacts. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the STOPit Reporting Application Integration submitted by Mr. Keckler, Mrs. Valeri, and Dr. Savaglio-Jarvis, excerpts follow:

“In 2014, the federal government released the first uniform definitions of bullying to help address the growing anxiety for concerning behavior. Since that time, schools have worked to conform to the associated state and federal reporting requirements and corrective practices to diminish this behavior. With the increased awareness, some perceive that there is a growing number of incidents of bullying, however there’s not a direct proven correlation, just that the identification and classifications are now being tracked and recorded. The federal resources to address bullying in general list known and proven strategies, such as bystander intervention, quality communication of events and situations, and the demonstration of positive relationships among peers (<https://www.stopbullying.gov/media/facts/index.html>).

As KUSD has worked to implement a comprehensive PBIS program across the district, continued review and feedback began to branch into other possible utilities and practices. In the spring of 2018, Kenosha Unified began to review technology related anonymous reporting applications for potential future use. This review process identified that a currently available commercial product, STOPit (<http://stopitsolutions.com/stopit-solutions-education>) was recognized by the KUSD liability insurance carrier as a mitigation and reporting utility. This endorsement allowed for a discounted rate. Some of the promotional key features associated with this mobile and web-based utility are listed below:

- STOPit is an anonymous incident reporting app that features powerful investigative tools and anonymous two-way communication – giving investigators the ability to ask questions or gather more information, and provide a safe and comfortable way for students to communicate sensitive issues.
- STOPit is a simple, fast and powerful app solution for students and staff to report bullying and other inappropriate behaviors, deter unethical or illegal activity, and mitigate financial and reputational risks to school districts.
- STOPit is transforming the way the educational community reports and prevents bullying and other inappropriate behaviors by empowering individuals with a simple and completely anonymous two-way chat between students and administrators.

The STOPit application, and other similar products, has been growing in national use throughout the educational and public communities to both act as a proactive deterrent as well as an anonymous two-way reporting outlet. Users are able to notify and interact for safety concerns and behaviors in a manner not previously available. To help understand how KUSD schools will integrate this technology, several presentations were held for school administrators and support staff in 132 May and June. STOPit will provide a powerful and easy to use reporting and communication tool for the greater Kenosha Unified community.

This is an informational report regarding the continued efforts of district administration and staff to find ways to better address behavior and information sharing. The 2018-19 cost for implementation and use is \$11,097, the Information Services budget will support this purchase.”

Dr. Savaglio-Jarvis presented the Act 55 – Notice of Academic Standards submitted by Mrs. Christine Pratt; Coordinator of Science; Mrs. Susan Mirsky, Coordinator of English/Language Arts; Mrs. Jennifer Lawler, Coordinator of Mathematics; Mr. Che Kearby; Coordinator of Educator Effectiveness and Social Studies; Ms. Luanne Rohde, Director of Early Education; Mrs. Housman; and Dr. Savaglio-Jarvis, excerpts follow:

“On July 12, 2015, the Wisconsin 2015-17 State Budget Bill, Act 55, was signed into law. It requires Kenosha Unified School District to provide the parents and guardians of all enrolled students with notice of the academic standards in mathematics, science, reading and writing, geography and history that have been adopted by the school board and that will be in effect during each school year. Accordingly, the district academic standards that will be in effect in these specific content areas for the 2018-19 school year are listed below. Electronic links to the detailed version of the applicable standards are provided pursuant to section 120.12(13) and section 118.30(1g)(a)1 of the state statutes.

Administration recommends that the Board of Education approve the annual declaration and parent notice of the district’s student academic standards that will be in effect for the 2018-19 school year at the July 24, 2018, board meeting.”

Mrs. Modder moved to approve the annual declaration and parent notice of the district’s student academic standards that will be in effect for the 2018-19 school year. Mr. Duncan seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Renewal of the Southeastern Wisconsin School Alliance Membership submitted by Mr. Hamdan and Dr. Savaglio-Jarvis, excerpts follow:

“For the past fifteen (15) years, the District has participated in the Southeastern Wisconsin School Alliance (SWSA) which provides school leaders and parents with objective, non-partisan information, and training needed to be strong advocates for educational excellence. The SWSA serves over 30 urban and suburban school districts with a combined enrollment of more than 200,000 students.

The mission of the Southeastern Wisconsin Schools Alliance is to advocate for the benefit of all students by driving education policies supporting strong public schools to ensure world class practices, economic vitality, and community well-being.

The SWSA supports the mission through the following tiered approach:

- Develop and implement key strategies to advocate for sound education policy
- Leverage research to drive educational practice and advocacy
- Raise the impact of SWSA by identifying and developing mutually beneficial partnerships

- Continue to strengthen the SWSA business model by supporting school districts and their communities

The SWSA meets at least once a month and the annual membership fee is \$3,200. Attached is the required resolution to be approved by the Board to participate in the alliance and the 66.0301 Agreement which authorizes the School District of South Milwaukee as the fiscal agent to manage the SWSA funds. The 2018-19 Proposed Annual Budget for the SWSA, the projected participating member school districts, as well as the 2017-18 Annual Report for the SWSA, are also attached for reference.

Administration recommends that the Board approve the attached resolution and membership in SWSA for the 2018-2019 fiscal year and authorization of Board Officers and District Administration to execute any and all documents related to the renewal.”

Mr. Kunich moved to approve the attached resolution and membership in SWSA for the 2018-2019 fiscal year and authorization of Board Officers and District Administration to execute any and all documents related to the renewal. Mr. Garcia seconded the motion. Unanimously approved.

Mr. Duncan moved to adjourn the meeting. Ms. Stevens seconded the motion. Unanimously approved.

Meeting adjourned at 8:37 P.M.

Stacy Schroeder Busby
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD JULY 31, 2018

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 31, 2018, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 5:45 P.M. with the following members present: Ms. Stevens, Mr. Garcia, Mr. Duncan, Mrs. Modder, and Mr. Wade. Dr. Savaglio-Jarvis was also present. Mr. Battle and Mr. Kunich were excused.

Mr. Wade, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Wade announced that an executive session had been scheduled to follow this special meeting for the purpose of Personnel: Position Assignments and Personnel: Compensation and/or Contracts.

Mr. Garcia moved that the executive session be held. Ms. Stevens seconded the motion.

Roll call vote. Ayes: Ms. Stevens, Mr. Garcia, Mr. Duncan, Mrs. Modder, and Mr. Wade. Noes: None. Unanimously approved.

1. Personnel: Position Assignments and Personnel: Compensation and/or Contracts
Dr. Savaglio-Jarvis presented board members with a recommended position assignment.

Mr. Shane Gayle arrived at 5:53 P.M. and answered questions from Board members. Mr. Gayle was excused at 5:58 P.M.

Mrs. Modder moved to adjourn the meeting. Mr. Garcia seconded the motion. Unanimously approved.

Meeting adjourned at 6:00 P.M.

Stacy Schroeder Busby
School Board Secretary

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD JULY 31, 2018

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 31, 2018, at 6:00 P.M. in the Board Meeting Room at the Educational Support Center. The purpose of this meeting was for Views and Comments by the Public and Discussion/Action on an Administrative Appointment.

The meeting was called to order at 6:02 P.M. with the following members present: Ms. Stevens, Mr. Garcia, Mr. Duncan, Mrs. Modder, and Mr. Wade. Dr. Savaglio-Jarvis was also present. Mr. Battle and Mr. Kunich were excused.

Mr. Wade, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

There were no views and/or comments by the public.

Dr. Savaglio-Jarvis presented an Administrative Appointment.

Mrs. Modder moved to approve Mr. Shane Gayle as the Interim Principal at Washington Middle School. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Stevens moved to adjourn the meeting. Mr. Garcia seconded the motion. Unanimously approved.

Meeting adjourned at 6:05 P.M.

Stacy Busby
School Board Secretary

Kenosha Unified School District
Kenosha, Wisconsin
Summary of Cash Receipts and Disbursements
August 28, 2018

CASH RECEIPTS	reference	total
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July 2018 Wire Transfers-In, to Johnson Bank from:

WI Department of Public Instruction	<i>state aids register receipts</i>	\$ 2,963,418.26
Johnson Bank	<i>account interest</i>	920.55
Bankcard Services (MyLunchMoney.com)	<i>food services credit card receipts (net of fees)</i>	123.88
Bank (RevTrak)	<i>district web store receipts (net of fees)</i>	64,503.55
Retired & Active Leave Benefit Participants	<i>premium reimbursements</i>	30,331.00
WI Department of Revenue	<i>exempt computer state aid</i>	380,221.28
HHS	<i>head start grant</i>	263,249.19
Various Sources	<i>small miscellaneous grants / refunds / rebates</i>	55,820.51
Total Incoming Wire Transfers		3,758,588.22

July 2018 Deposits to Johnson Bank - All Funds:

General operating and food services receipts	<i>(excluding credit cards)</i>	384,655.35
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TOTAL JULY CASH RECEIPTS

\$ 4,143,243.57

CASH DISBURSEMENTS	reference	total
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July 2018 Wire Transfers-Out, from Johnson Bank to:

Payroll & Benefit wires

Individual Employee Bank Accounts	<i>net payrolls by EFT (net of reversals)</i>	\$ 7,549,796.53
WI Department of Revenue	<i>state payroll taxes</i>	331,763.01
WI Department of Revenue	<i>state wage attachments</i>	1,817.83
IRS	<i>federal payroll taxes</i>	724,340.22
Delta Dental	<i>dental insurance premiums</i>	245,811.50
Diversified Benefits Services	<i>flexible spending account claims</i>	36,635.22
Employee Trust Funds	<i>wisconsin retirement system</i>	4,258,621.22
NVA	<i>vision insurance premiums</i>	15,548.18
Various	<i>TSA payments</i>	88,910.31

Subtotal 13,253,244.02

General Operating Wires

US Bank	<i>purchasing card payment-individuals</i>	197,345.60 *
Aegis	<i>workers' compensation payment</i>	150,000.00
Kenosha Area Business Alliance	<i>LakeView lease payment</i>	16,666.67
Various	<i>returned checks</i>	388.00

Subtotal 364,400.27

Total Outgoing Wire Transfers \$ 13,617,644.29

July 2018 Check Registers - All Funds:

Net payrolls by paper check	<i>Register# 01014DP, 01914DP 01015DP, 01515DP, 01815DP</i>	\$ 8,651.84
General operating and food services	<i>Check# 567622 thru Check# 568701 (net of void batches)</i>	20,501,043.59
Total Check Registers		\$ 20,509,695.43

TOTAL JULY CASH DISBURSEMENTS

\$ 34,127,339.72

*See attached supplemental report for purchasing card transaction information

KUSD Purchasing Card Program - Individual Cardholders**Transaction Summary by Merchant**

Billing Cycle Ending July 16, 2018

Merchant Name	Total
HOTEL	\$ 31,408.58
MENARDS KENOSHA WI	\$ 11,718.88
AIRLINE	\$ 7,752.76
TRUGREEN *LOCKBOX	\$ 6,788.00
3654 INTERSTATE	\$ 6,296.77
SAN-A-CARE	\$ 6,009.32
FIRST SUPPLY LLC #2033	\$ 5,066.11
JOHNSTONE SUPPLY	\$ 4,789.76
KIMBALL MIDWEST	\$ 4,701.42
HIGHWAY C SVC	\$ 4,665.46
JOHNSON CONTROLS SS	\$ 4,285.48
GRAINGER	\$ 4,049.78
TRANE SUPPLY-116407	\$ 3,449.79
WISCONSIN SCHOOL SAFETY	\$ 3,360.00
ULINE *SHIP SUPPLIES	\$ 3,273.00
RESTAURANTS & CATERING	\$ 3,048.14
HALLMAN LINDSAY PAINTS -	\$ 3,042.18
VEHICLE MAINT. & FUEL	\$ 3,015.59
AMAZON MKTPLACE PMTS	\$ 2,814.86
LOVE AND LOGIC INSTITUTE	\$ 2,550.00
CHESTER ELECTRONIC SUPPLY	\$ 2,342.53
SQ *WISCONSIN EDUCA	\$ 2,245.00
OFFICEMAX/DEPOT 6358	\$ 2,224.45
AMAZON MKTPLACE PMTS WWW.	\$ 2,082.20
SIEMENS INDUSTRY INC	\$ 2,000.00
NOR*NORTHERN TOOL	\$ 1,877.31
ANTHEM SPRT	\$ 1,776.53
KITCHEN CUBES LLC	\$ 1,768.00
AED SUPERSTORE	\$ 1,743.36
VIKING ELECTRIC-MILWAUKEE	\$ 1,712.75
SQ *LAKELANDCOM.COM	\$ 1,558.00
WASBO FOUNDATION INC	\$ 1,460.00
VIKING ELECTRIC-CREDIT DE	\$ 1,450.16
NASSP PRODUCT & SERVICE	\$ 1,449.00
HOBBY LOBBY #350	\$ 1,409.31
AUER STEEL - MILWAULKEE	\$ 1,374.29
PROVANTAGE	\$ 1,335.61
MARK S PLUMBING PARTS	\$ 1,205.44
SIX FLAGS GREAT AMERICA	\$ 1,181.24
UNIVERSAL PUBLISHING	\$ 1,164.46
ASOS US SALES LLC	\$ 1,078.60
REINDERS - BRISTOL	\$ 1,074.72
EDTECHTEAM EVENTS	\$ 1,047.00
AMAZON.COM	\$ 1,036.55
STUDIES WEEKLY	\$ 1,032.75
CHARHOUSE LEARNING	\$ 1,015.00
HAJOCA KENOSHA PC354	\$ 928.99

HALOGEN SUPPLY COMPANY IN	\$	854.97
REALLY GOOD *	\$	809.12
FILTRATION CONCEPTS INC	\$	765.29
SPRINKMANN SONS CORP	\$	757.00
UNIVERSITY OF NE AT OMAHA	\$	750.00
GOLF TEAM PRODUCTS	\$	750.00
GREEN MEADOW FARMS	\$	747.00
BANDMANS.COM - MOTO	\$	716.70
ENTRUST DATACARD	\$	708.26
EB DESIGNING AND FACI	\$	700.00
THE STUDER GROUP	\$	700.00
OMALINK	\$	640.00
ACME TOOLS	\$	635.96
RACINE ZOO - OFFICE	\$	631.00
A AND M HARDWARE INC	\$	607.18
VISTAPR*VISTAPRINT.COM	\$	593.42
WISCONSIN SCHOOL MUSIC AS	\$	590.00
INDUSTRIAL CONTROLS	\$	588.44
DHS EPAY FORWARD HEALTH	\$	569.00
ARC*SERVICES/TRAINING	\$	554.00
STERICYCLE	\$	551.67
EXPEDIA 7361886738997	\$	544.79
GET RXD/MULTISPORTS	\$	539.34
EXPEDIA 7363171302737	\$	517.53
USPS PO 5642800260	\$	500.00
RECLAIMING YOUTH AT RISK	\$	495.00
4IMPRINT	\$	437.08
NATIONAL COUNCIL FOR THE	\$	435.00
WSPRA	\$	425.00
REINDERS - SUSSEX CS	\$	424.47
GOOD ARMSTRONG TRAINING	\$	420.00
LEGO EDUCATION	\$	411.80
DISCOVERY WORLD, LTD	\$	403.00
SSI*EPSCC	\$	398.79
FARM & FLEET STURTEVANT	\$	388.45
OFFICE DEPOT #3260	\$	366.71
TOWN & COUNTRY GLASS INC	\$	358.07
SAMSClub #6331	\$	353.38
HOLLAND SUPPLY INC	\$	347.35
HOOVER FENCE CO.	\$	341.38
STAPLES DIRECT	\$	335.17
CAVE OF THE MOUNDS INC	\$	332.00
EB 3RD BIENNIAL FAME	\$	329.33
PAT S SERVICES INC	\$	325.00
SHERWIN WILLIAMS 703180	\$	322.58
SHIFFLER EQUIPMENT	\$	319.55
BUILDASIGN.COM	\$	309.96
CONNEY SAFETY	\$	308.63
EB 2018 EDUCLIMBER NA	\$	290.00
LENNOX INDUSTRIES	\$	273.32
BAUDVILLE INC.	\$	268.01
U-HAUL OF FOREST PARK	\$	259.44
ACT*ASSOCIATION OF WIS	\$	259.00
USPS.COM POSTAL STORE	\$	253.00
FASTENAL COMPANY01	\$	242.07

AT&T*BILL PAYMENT	\$	230.69
AMAZON.COM AMZN.COM/BILL	\$	226.80
CESA 6	\$	225.00
ZORO TOOLS INC	\$	222.82
AIRGASS NORTH	\$	212.32
RACINE ZOO - ADMISSIONS	\$	212.00
U-HAULMODEL MARKET	\$	210.48
BATTERIES PLUS #0561	\$	201.45
VIKING ELECTRIC - KENOSHA	\$	188.42
SAMS CLUB #6331	\$	183.87
KENOSHA APPLIANCE PARTS I	\$	181.99
AWSA	\$	180.00
HARBOR FREIGHT TOOLS 358	\$	179.99
UWW CAMPS AND CONFERENCES	\$	175.00
TARGET.COM *	\$	174.06
TARGET 00022517	\$	167.88
FACEBK W95NSEE882	\$	163.49
THE HOME DEPOT #4926	\$	159.00
CEEL CENTER	\$	154.95
SUPERSHUTTLE EXECUCARBWI	\$	152.22
NIAAA	\$	150.00
SMARTSIGN	\$	149.50
NASSCO INC	\$	148.58
MOTION INDUSTRIES WI04	\$	139.94
VACATION CLUB BONUS TI	\$	138.53
LEGO *SHOP@HOME	\$	136.35
IN *SMITH WALBRIDGE BAND	\$	136.31
TWINHILL #8102	\$	135.85
DISPLAYS2GO	\$	130.78
WM SUPERCENTER #1167	\$	130.56
AMAZONPRIME MEMBERSHIP	\$	119.98
FREE SPIRIT PUBLISHING IN	\$	119.96
TEACHER'S DISCOVERY	\$	116.90
PAR GOLF SUPPLY	\$	116.85
GIA PUBLICATIONS	\$	113.95
MARSHALLS #155	\$	111.75
FIRE STARTER PUBLISHING	\$	110.32
MONSTER JANITORIAL LLC	\$	108.74
SHOPKO 31 00200311	\$	108.61
1-800-FLOWERS.COM,INC.	\$	107.98
EL EDUCATION	\$	106.85
DAKTRONICS INC	\$	100.00
MARSHALLS #0516	\$	98.07
DICKOW CYZAK TILE CARP	\$	97.85
DOLLAR TREE	\$	97.59
FESTIVAL FOODS	\$	95.91
KENOSHA PUBLIC MUSEU	\$	94.00
GOOGLE *ADWS3520437870	\$	89.82
ASSOC SUPERV AND CURR	\$	89.00
CC-M3 MAC ARTHUR CO.	\$	85.66
BETTY BRINN CHILDREN'S M	\$	85.00
USCELL 5669	\$	84.38
WI DSPTS LICENSURE	\$	82.00
BOSTON STORE #0521	\$	73.92
YUTKA FENCE	\$	68.75

SOUTHPORT VACUUM	\$	68.45
WAYFAIR*WAYFAIR	\$	67.57
ADOBE *STOCK	\$	63.28
PARTY CITY	\$	61.94
COSTCO WHSE #1198	\$	61.03
WALMART.COM	\$	56.76
WM SUPERCENTER #2668	\$	56.72
LE JOHNSON PRODUCTS INC	\$	55.21
WEBCONNEX, LLC	\$	53.46
WAL-MART #1167	\$	51.62
DOA GAMING	\$	51.00
MCCORMICK'S	\$	50.19
MAILCHIMP *MONTHLY	\$	50.00
AMERICAN LIBRARY ASSN	\$	49.49
SOUTHEASTERN EQUIPMENT &	\$	49.27
DKC*DIGI KEY CORP	\$	47.14
ISTE	\$	46.94
BARNES & NOBLE #2037	\$	45.56
KENOSHA CHAMBER OF COMMER	\$	45.00
ADOBE *CREATIVE CLOUD	\$	42.18
TEACHERSPAYTEACHERS.COM	\$	35.99
PRAIRIE SIDE TRUE VALUE	\$	34.83
SMK*WUFOO.COM CHARGE	\$	34.00
AT&T SPRING MOBILE 498	\$	32.18
SP * TRI CITY TOOLS	\$	28.66
SPIRIT TRAVEL GUARD	\$	27.00
PAYPAL *PARTYCOMPAN	\$	25.00
LOWES #02560*	\$	24.56
ERFFMEYER & SON CO INC	\$	24.00
ALL ABOUT DOORS & WIND	\$	22.40
EREPLACEMENTPARTS.COM	\$	16.05
AUDIBLE	\$	15.77
EXPEDIA 7363169960832	\$	15.00
ZOOM.US	\$	14.99
SHADE TREE	\$	13.70
FACEBK X95NSEE882	\$	11.25
PICK N SAVE #874	\$	9.00
CESA 6 GMS SERV FEE	\$	8.98
EXPEDIA 7360073230078	\$	3.45
DSPS E SERVICE FEE REN	\$	1.64
FLIPGRID	\$	(21.67)
LIVINGWELL HOME MEDICAL S	\$	(50.00)
WISCONSIN COACH LINES	\$	(450.00)
ESC OF CENTRAL OHIO	\$	(699.00)
US Bank Purchasing Card Payment - Individuals	\$	197,345.60

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 28, 2018

Administrative Recommendation

It is recommended that the July 2018 cash receipt deposits totaling \$384,655.35, and cash receipt wire transfers-in totaling \$3,758,588.22, be approved.

Check numbers 567622 through 568701 totaling \$20,501,043.59, and general operating wire transfers-out totaling \$364,400.27, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the July 2018 net payroll and benefit EFT batches totaling \$13,253,244.02, and net payroll check batches totaling \$8,651.84, be approved.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Lisa M. Salo, CPA
Accounting Manager

KENOSHA UNIFIED SCHOOL DISTRICT

August 28, 2018

Policy and Rule 4110 Equal Employment Opportunity and Affirmative Action and Policy and Rule 4111 Employee Harassment

Background

Kenosha Unified School District (“the District”) has Board Policies and Rules 4110 “Equal Employment Opportunity and Affirmative Action” and 4111 “Employee Harassment”. These policies and rules assist the District in ensuring to maintain a professional work and academic environment and to provide fair and equal employment opportunities.

In review of Rules 4110 and 4111, administration discovered that both rules set forth a process more akin to a grievance process rather than a traditional complaint process. In consultation with legal counsel, it was advised that we streamline the process as our currently drafted language in Rules 4110 and 4111 were atypical and unnecessary as a complainant at any time has the right to file a complaint with state and federal agencies (Wisconsin Equal Rights Division and the Equal Employment Opportunity Commission) to seek redress if unsatisfied with the District’s finding.

Clarification

Policy and Rule 4110 “Equal Employment Opportunity and Affirmative Action”

In review of Policy 4110 we recommend removal of the word “political affiliation” from the first paragraph as political affiliation is not a protected classification under state or federal law and therefore should not be incorporated in a policy that references equal employment opportunity and affirmative action. We also recommend removal of the word “handicap” as we have the word “disability” already in the policy. Disability and handicap are synonymous and therefore no need to have superfluous language. See revised Policy 4110 attached as Attachment A.

In updating Rule 4110, we recommend clarifying that the Chief Human Resource Officer or/ his/ her designee is responsible for coordinating compliance with state and federal nondiscrimination laws and the District’s equal employment opportunity and affirmative action policy. In addition, we recommend that all reference to timeframes and appeals be removed. See revised Rule 4110 attached as Attachment B.

In addition, it is important to understand that administration is not stripping an employee of his/ her appeal rights as an employee still has “appeal rights” as it were by filing with the appropriate state and/ or federal agency if h/she feels that h/she has been discriminated. State and federal agencies typically like to see what has been done at the employer level, so without exhausting remedies at this level sometimes a state/ federal agency may ask that complainant to go back and seek redress first with the employer before filing a formal complaint with its agency (e.g. Equal

Rights Division of the Department of Workforce Development and Equal Employment Opportunity Commission, etc.).

Further, the timeframes referenced in the original rule 4110 are a very short window within which to conduct an investigation especially if there are multiple witnesses/ employees to interview as part of the investigation. In discussion with legal counsel there is no legal requirement to keep the timeframes considering the District per policy is still required to conduct an investigation and advise the complainant of the outcome. Therefore, it is administration's recommendation to simplify Rule 4110. See revised language in Rule 4111 - Attachment B.

Policy and Rule 4111 "Employee Harassment"

In review of Policy 4111, we recommend one minor update to paragraph three, so it reads "Harassment or similar unacceptable activities *based on a person's membership in a protected class* that could become a condition of employment or a basis for personnel decisions, or which create a hostile, intimidating or offensive environment are specifically prohibited by the District. See revised Policy 4111 attached as Attachment C.

In updating Rule 4111, we recommend clarifying that the Chief Human Resource Officer in the Office of Human Resources/ designee is the complaint officer. In addition, we recommend that all references to timeframes and appeals in Rule 4111 be removed. See revised Rule 4111 attached as Attachment D.

As noted earlier, the timeframes are a very short window within which to conduct an investigation especially if there are multiple witnesses/ employees to interview as part of the investigation. Second, in discussion with legal counsel there is no legal requirement to keep the timeframes considering the District per policy is still required to conduct an investigation and advise the complainant of the outcome. Therefore, it is administration's recommendation to simplify Rule 4111. See revised Rule 4111 – Attachment D.

Administrative Recommendation

These policy revisions were presented to the School Board for a first reading on July 24, 2018. Administration recommends that the School Board approve revised Policy and Rule 4110 "Equal Employment Opportunity and Affirmative Action" and revised Policy and Rule 4111 "Employee Harassment" as presented this evening as a second reading on August 28, 2018.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Shannon Weyenberg
Chief Human Resources Officer

Annie Petering
Human Resources Coordinator

POLICY 4110
 EQUAL EMPLOYMENT OPPORTUNITY
 AND AFFIRMATIVE ACTION

The District is an equal opportunity employer. Personnel administration in the District shall be conducted so as not to discriminate on the basis of age, race, creed, religion, color, sex, pregnancy, sexual orientation, national origin, disability, ~~political affiliation, handicap~~, marital status, ancestry, citizenship, arrest or conviction record, membership in the national guard, state defense force, or any other reserve component of the military forces of the United States or Wisconsin, use or non-use of lawful products off school premises during non-working hours, or any other reason prohibited by state or federal law. This policy shall apply to hiring, placement, assignment, formal and informal training, seniority, transfer, promotion, lay-off, recall and termination. Similarly, all salaries, wages, benefit programs and personnel policies shall be administered in conformity with this policy.

Reasonable accommodations shall be made for qualified individuals with a disability ~~or handicap~~, unless such accommodations would impose an undue hardship to the District.

Any applicant or employee who believes he/she has been discriminated against in violation of this policy may file a complaint. Responsibility for overseeing the District's equal employment opportunity and affirmative action programs and investigating discrimination complaints is assigned to the Office of Human Resources.

All employees will receive information and training regarding rights and responsibilities regarding discrimination considerations as they relate to employment.

LEGAL REF.: Wisconsin Statutes
 Sections 111.31-111.395 (Fair employment standards - employment discrimination)
 118.195 (Handicapped teacher discrimination)
 118.20 (Teacher discrimination, including sexual harassment)
 Title VI and VII of the Civil Rights Act of 1964, as amended by the Equal
 Employment Opportunity Act of 1972 (Race, color, national origin
 discrimination; general employment discrimination)
 Title IX, Education Amendments of 1972 (Sex discrimination)
 Section 504, Rehabilitation Act of 1973 (Handicap discrimination)
 Age Discrimination Act of 1975 (Age discrimination)
Age Discrimination in Employment Act of 1967 (Age discrimination)
 Pregnancy Discrimination Act (Pregnancy, childbirth, or related medical conditions
 discrimination)
 Immigration Control and Reform Act of 1986 (Citizenship discrimination)
 Americans with Disabilities Act of 1990, **as amended by the ADAAA** (Disability
 discrimination)
 Civil Rights Act of 1991 (Penalties for discrimination law violations)

CROSS REF.: Policy 4111, Employee Harassment
 Employee Handbook

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: April 22, 1991

REVISED: January 26, 1993
 March 22, 1994
 March 9, 1999
 June 27, 2000
 September 23, 2014
 October 28, 2014
 ~~March 28, 2017~~
 August 28, 2018

RULE 4110

EMPLOYEE DISCRIMINATION COMPLAINT PROCEDURE

The **Chief Human Resource Officer or his/ her designee** ~~Office of Human Resources~~ is responsible for coordinating compliance with state and federal nondiscrimination laws and the District's equal employment opportunity and affirmative action policy.

Any employee or applicant for employment who believes he/she has been discriminated against in violation of state and federal nondiscrimination laws or the District's equal employment opportunity policy may file a complaint as outlined below. If it is determined that a violation has occurred, appropriate steps shall be taken to ensure compliance with state and federal nondiscrimination laws and District policy.

INFORMAL PROCEDURE

The district promotes the voluntary resolution of problems at the level of government closest to their source and, as such, encourages informal resolution of employment discrimination complaints. If a complaint cannot be solved informally, the complainant may initiate a formal complaint as outlined below. An informal resolution of a complaint does not prohibit the filing of a formal complaint at any time.

FORMAL COMPLAINT PROCEDURE

The timelines governing the resolution of the formal complaint do not go into effect until the written complaint is received.

~~Step 1:~~ The complaint shall be presented in writing to the **Chief Human Resource Officer** ~~Office of Human Resources~~ and shall include the specific nature of the alleged discrimination, the facts (including specific details and corresponding dates), and the name, address, and phone number of the complainant. **The complaint may be dictated to the complaint officer and signed by the complainant upon review of the written complaint.**

The **Chief Human Resource Officer or his/ her designee** shall acknowledge receipt in writing of the complaint. The Chief Human Resource Officer or his/ her designee, **within a reasonable period of time**, shall thoroughly investigate the complaint ~~and take all reasonable steps necessary to ensure that any allegations of discrimination are promptly remedied and that no District employees are subject to discrimination in violation of this policy.~~ **The complainant will be advised of the outcome in writing. Any remedial action should be aimed at stopping the discrimination and may include discipline of the accused individual up to and including termination of his/ her employment.** ~~Office of Human Resources shall thoroughly investigate the complaint, notify the employees who have been accused of discrimination and permit them to respond to the allegation and arrange a meeting to discuss the complaint with all concerned parties within 15 working days after receipt of the written complaint, if deemed necessary. The Office of Human Resources shall give a written answer to the complaint within fifteen (15) working days after receipt of the written complaint.~~

~~Step 2: If the complainant is not satisfied with the answer from the Office of Human Resources, he/she may submit a written appeal to the superintendent of schools or designee indicating with particularity the nature of disagreement with the answer. The appeal must be filed within 15 working days after the receipt of the answer in Step 1. The superintendent shall arrange a meeting with the complainant and other affected parties, if requested by the complainant, at a mutually agreeable time to discuss the appeal. The superintendent shall give a written answer to the complainant's appeal within 15 working days.~~

~~Step 3: If the complainant is not satisfied with the answer of the superintendent, he/she may file the complaint with the board of education by submitting a written appeal to the superintendent within 10 working days after receipt of the superintendent's answer. The board shall, within 20 working days, conduct a hearing at which time the complainant shall be given an opportunity to present the complaint. The board shall give a written answer to the complaint within 10 working days following the completion of the hearing.~~

RULE 4110

EMPLOYEE DISCRIMINATION COMPLAINT PROCEDURE

Page 2

Nothing in these procedures shall preclude persons from filing a complaint directly, or on appeal with designated agencies as authorized by state and federal law (e.g., U.S. Office of Civil Rights, State Superintendent of Public Instruction, Equal Rights Division of the Department of Workforce Development) and/or with courts having proper jurisdiction.

MAINTENANCE OF COMPLAINT RECORDS

Records shall be kept of all employment discrimination complaints for the purpose of documenting compliance and past practices. The records shall include information on all levels of the complaint and any appeals. The records should include:

1. The name of the complainant and his/her title or status.
2. The date the complaint was filed.
3. The specific allegation made and any corrective action requested by the complainant.
4. The name(s) of the respondents.
5. The levels of processing followed, and the resolution, date and decision-making authority at each level.
6. A summary of facts and evidence presented by each party involved.
7. A statement of the final resolution and the nature and date(s) of any corrective or remedial action taken.

***Kenosha Unified School District No. 1—
Kenosha, Wisconsin***

***School Board Policies
Rules and Regulations***

POLICY 4111
EMPLOYEE HARASSMENT

The Kenosha Unified School District seeks to provide fair and equal employment opportunities and to maintain a professional work and academic environment comprised of people who respect one another and who believe in the district's high ideals. Harassment is a form of misconduct that undermines the integrity of the district's employment and academic relationships. All employees and students must be allowed to work and learn in an environment that is free from intimidation and harassment.

All new employees will receive a copy of the employee harassment policy and other harassment educational information as a part of the initial employment process and at other times as appropriate and necessary.

Harassment or similar unacceptable activities **based on a person's membership in a protected class** that could become a condition of employment or a basis for personnel decisions, or which create a hostile, intimidating or offensive environment are specifically prohibited by the district. Intimidation and harassment can arise from a broad range of physical or verbal behaviors (by employees or by non-employees, such as outside contractors or members of the community) which can include, but is not limited to, the following:

- physical or mental abuse;
- offensive or derogatory comments to any person, either directly or indirectly, based on the person's membership in any protected class;
- racial, ethnic or religious insults or slurs;
- unwelcome sexual advances, touching or demands for sexual favors, accompanied by implied or overt promises of preferential treatment or threats concerning an individual's employment or academic status;
- sexual comments, jokes, or display of sexually offensive materials;
- sex-oriented name-calling or bullying;
- inappropriate staring at another individual or touching of his/her clothing, hair, or body;
- asking personal questions about another individual's sex life; and
- repeatedly asking out an employee who has stated that he/she is not interested.

These activities are offensive and are inappropriate in a school atmosphere and in the workplace. This is a serious issue not just for the district but also for each individual in the district. It is the responsibility of the administration and all employees to ensure that these prohibited activities do not occur. An employee or supervisor may be held individually liable as a harasser and subject to the same penalties that may be imposed upon employers under state or federal law.

Any employee who engages in harassment or similar unacceptable behavior, or retaliates against another individual because the individual made a report of such behavior or participated in an investigation of a claim of harassment or similar unacceptable behavior, is subject to immediate discipline, up to and including discharge. Any employee who witnesses or otherwise becomes aware of harassment or similar unacceptable behavior has an affirmative duty to report said conduct to his or her supervisor, or to the administration.

Any person who believes that he or she has been the subject of prohibited harassment or similar unacceptable behavior or retaliation should report the matter immediately to the Office of Human Resources or, in the

POLICY 4111
EMPLOYEE HARASSMENT
PAGE 2

alternative, the superintendent/designee. All such reports will be investigated promptly and will be kept confidential within the bounds of the investigation and the law.

LEGAL REF: Wisconsin Statutes

Sections 111.31-111.395 (Fair employment standards - employment discrimination)

118.195 (Handicapped teacher discrimination)

118.20 (Teacher discrimination, including sexual harassment)

Title VI and VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 (Race, color, national origin discrimination; general employment discrimination)

Title IX, Education Amendments of 1972 (Sex discrimination)

Section 504, Rehabilitation Act of 1973 (Handicap discrimination)

Age Discrimination Act of 1975 (Age discrimination)

Age Discrimination in Employment Act of 1967 (Age discrimination)

Pregnancy Discrimination Act (Pregnancy, childbirth or related medical conditions discrimination)

Immigration Control and Reform Act of 1986 (Citizenship discrimination)

Americans with Disabilities Act of 1990, **as amended by the ADAAA** (Disability discrimination)

Civil Rights Act of 1991 (Penalties for discrimination law violations)

Equal Employment Opportunities Commission Guidelines (29 C.F.R. - Part 1604.11)
(Employee sexual harassment)

CROSS REF.: 4110 Equal Employment Opportunity and Affirmative Action
4260 Personnel Records
Employee Handbook

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: April 22, 1991

REVISED: March 11, 1997
March 9, 1999
June 27, 2000
September 23, 2014
October 28, 2014
August 28, 2018

RULE 4111
EMPLOYEE HARASSMENT

The **Chief Human Resource Officer or his/ her**~~Office of Human Resources~~/designee is designated as the complaint officer and is responsible for responding to harassment complaints.

~~Step 1:~~ The district will allow a complainant the opportunity to resolve discrimination or harassment complaint on an informal basis, if the complainant asks to do so. Upon such request by the complainant, the **supervisor building principal** (or person designated by the superintendent if no **supervisor principal** is available) will facilitate a meeting between the complainant and the alleged harasser/discriminator. If the parties resolve the matter, the **supervisor principal** shall prepare a written statement outlining the resolution. If the complainant is not satisfied with the outcome of the meeting, the district will formally investigate the complaint.

~~Step 2:~~ To begin the formal complaint process, a complaint shall be presented in writing to the complaint officer. The complaint should include the specific nature of the harassment and corresponding date; names of those who may have witnessed the alleged harassment, and the name, address and phone number of the complainant. The complaint may be dictated to the complaint officer and signed by the complainant upon review of the written complaint. The complaint officer shall acknowledge in writing the receipt of the complaint. The complaint officer, **within a reasonable period of time**, shall thoroughly investigate the complaint **and take all reasonable steps necessary to ensure that any allegations of harassment are promptly remedied and that no District employees are subject to workplace harassment in violation of this policy.** The complainant will be advised of the outcome in writing. Any remedial action should be aimed at stopping the alleged harassment and may include discipline of the accused individual up to and including termination of his/ her employment. ~~notify the person who has been accused of harassment, and permit a response to the allegation. If the complaint officer deems appropriate, he/she will arrange a private meeting to discuss the complaint with all concerned parties within ten (10) working days after receipt of the written complaint. The complaint officer shall give a written answer to the complainant within fifteen (15) working days after receipt of the complaint. The written answer shall only include a statement as to whether there was a finding of a policy violation and that appropriate remedial action has been implemented.~~

~~Step 3:~~ If the complainant is not satisfied with the answer from the Office of Human Resources, he/she may submit a written appeal to the superintendent of schools or designee indicating with particularity the nature of disagreement with the answer. The appeal must be filed within 15 working days after the receipt of the answer in step 2. The superintendent shall arrange a meeting with the complainant and other affected parties, if requested by the complainant, at a mutually agreeable time to discuss the appeal. The superintendent shall give a written answer to the complainant's appeal within 15 working days.

~~Step 4:~~ If the complainant is not satisfied with the answer of the superintendent, he/she may file the complaint with the board of education by submitting a written appeal to the superintendent within 10 working

~~days after receipt of the superintendent's answer. The board shall, within 20 working days, conduct a hearing at which time the complainant shall be given an opportunity to present the complaint. The board shall give a written answer to the complaint within 10 working days following the completion of the hearing.~~

Nothing in these procedures shall preclude persons from filing a complaint directly, or on appeal, with designated agencies as authorized by state and federal laws (e.g., U.S. Office of Civil Rights, Equal Rights Division of the Department of Workforce Development) and/or with courts having proper jurisdiction.

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Kenosha Unified School District
Kenosha, Wisconsin

August 28, 2018
Board of Education Meeting

**POLICY 6100 – MISSION, VISION, CORE VALUES AND STRATEGIC DIRECTIONS
AND POLICY 6120 – CORE VALUES**

Background:

Policy 6100 was developed to outline the focus of the district. Throughout the years this policy has been adjusted to align with the district's current goals and initiatives. The current strategic planning process began in February 2015. The district's Pathway to Success is a plan where work continues around the Mission, Vision, Core Values and Strategic Goals set forth by the board of education. KUSD's Pathway to Success will continue throughout the next several years. The initial work focused on developing the mission, vision, core values and strategic goals. These five goals will drive the work of the district. The board of education approved revised Policy 6100 on Sept. 22, 2015. Since that time, strategic goal teams and reactor groups have met to develop scorecards containing objectives, initiatives, measures and an implementation plan that support the strategic goals. These scorecards will guide the work of the district for the next three to five years.

Recently, it was discovered that the updates made to Policy 6100 in 2017 included the addition of the district's new core values, however, Policy 6120 already existed to outline core goals. To align all policies and reduce replication, it is recommended that Policy 6120 be eliminated and the district's mission, vision, core values and strategic goals be outlined in Policy 6100 going forward.

Policy 6100 is presented this evening for affirmation by the board of education.

Administration Recommendation:

Administration recommends that the board approve revised Policy 6100 - Mission, Vision, Core Values and Strategic Goals and elimination of Policy 6120 – Core Values as a second reading on August 28, 2018.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

MISSION, VISION, CORE VALUES AND STRATEGIC GOALS

MISSION:

Provide excellent, challenging learning opportunities and experiences that prepare each student for success.

VISION:

To be Wisconsin's top performing urban school district that is highly regarded for continuously exceeding all expectations.

CORE VALUES:

- Safety – providing a safe learning and working environment
- Teamwork – collaborating respectfully to meet goals
- Unity – being united among staff, students, families and all other stakeholders
- Diversity – being inclusive of all individuals
- Equity – treating all in a fair and just manner
- Nurturing – providing a caring and encouraging environment
- Trust – building confidence through transparency
- Stability – building organizational capacity to adapt to change successfully

STRATEGIC GOALS:

1. Increase academic achievement for all students by prioritizing, planning and implementing recommendations from the curriculum audit.
2. Implement transparent fiscal management practices that prioritize and align resources with strategic goals.
3. Retain and recruit highly qualified staff who work to ensure the success of every student.
4. Enhance the leadership and expertise of all staff through professional learning and collaboration.
5. Foster and strengthen community partnerships to increase student learning and family engagement.

LEGAL REF.: Wisconsin Statutes

Sections 118.01	[Educational Goals and Expectations]
118.13	[Pupil Discrimination Prohibited]
118.30	[Pupil Assessment]
120.13	[School Board Powers]
121.02(1)	[School District Standards]

~~No Child Left Behind Act of 2001 – [Federal academic requirements for all students]~~

MISSION, VISION, CORE VALUES AND STRATEGIC GOALS
POLICY 6100
Page 2

CROSS REF.: 1120, Parent/**Guardian**/Caregiver Involvement
2110, Benchmarks
2720, Shared Decision Making
3600, School Safety
4370, Professional Learning
5110, Equal Educational Opportunity/-Discrimination Complaint
5430, Student Conduct and Discipline
6456, Graduation Requirements
8520, Board Goal Setting

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: September 24, 1991
October 6, 2016

REVISED: October 10, 2000
January 29, 2002
December 13, 2005
June 28, 2011
September 22, 2015
July 25, 2017
August 28, 2018

POLICY 6120
CORE VALUES

The following core values, with corresponding definitions, are adopted to empower all students to reach their unique capabilities, contribute to the community, and compete in a global society. District staff and students are expected to model, reinforce, and recognize these core values in all aspects of district work.

- Citizenship: Patriotic, a sense of pride, actively participating in the community, a sharing of time, talents, and resources
- Compassion: Consideration and acceptance of others, patience, tolerance, and kindness
- Courage: Willingness to take a positive stand, even if one stands alone
- Hope: A sense that a positive outcome is possible even in dire situations, a realistic optimism, faith in each other, perseverance
- Integrity: The quality of being upright, honest, and just in character and actions
- Respect: Honoring appropriate authority, treating others as you would like to be treated
- Responsibility: Accountable, accepting of consequences for one's own actions and decisions
- Self discipline: Confidence in self, knowing that one is of value and can have a positive impact; developing and taking care of oneself
- Work Ethic: Diligent, productive, valuing a sense of accomplishment, a means to achieve one's goals

LEGAL REF.: Wisconsin Statutes
Section 118.01(2) [Instructional program goals requirements,
including those related to lifelong learning and
citizenship]

CROSS REF.: 5430, Student Conduct and Discipline
6100, District Vision
6110, Instructional Program Mission and Beliefs
6418, Character Education
District Learning and Content Standards

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: September 26, 2006

Kenosha Unified School District
Kenosha, Wisconsin

August 28, 2018
Board of Education Meeting

POLICY 1120 – PARENT/GUARDIAN/CAREGIVER INVOLVEMENT

Background:

Policy 1120 was last updated in 2006 to align with the No Child Left Behind Act. It has been updated to align with the requirements and language outlined in the now active Every Student Succeeds Act (ESSA). In addition, language has been cleaned up to better define what needs to be done and who is responsible for making things happen. Each of these items is outlined in the family engagement portion of ESSA and aligns with the Title I requirements as defined in the act. The changes to the policy are aligning the outdated language to the work that is already being done by the district's Title I and Community School Relations offices.

The main updates include:

- Moving from NCLB to ESSA terminology
- Adding engagement components for schools and families
- Defining who will provide assistance to the schools from the district level
- Including Title I school requirements under ESSA
 - See Appendix A – Title I allocation estimate for 2018-19 family engagement (not a new requirement, for informational purposes only)
 - See Appendix B – 2018-19 Parent/Guardian Engagement Agreement
- Adding language regarding required evaluations, which are already being done
 - See Appendix C – Updated evaluation example that now aligns with additional ESSA requirements

Administration Recommendation:

Administration recommends that the board approve revised Policy 1120 – Parent/Guardian/Caregiver Involvement as a first reading on August 28, 2018.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Tanya Ruder
Chief Communications Officer

Patricia Demos
Community School Relations Coordinator

PARENT/GUARDIAN AND FAMILY ENGAGEMENT/CAREGIVER INVOLVEMENT

The District recognizes that parent/guardian and ~~/caregiver involvement~~ **family engagement** is a key to academic achievement and is a shared responsibility between the school and family. In accordance with the ~~Reauthorized Elementary School and Secondary Education Act (ESEA) also known as the No Child Left Behind Act 2001~~ **Every Student Succeeds Act (ESSA) of 2015**, the Kenosha Unified School District will ~~provide opportunities for~~ **reach out to parents/guardians/caregiver to ensure their participation in educational opportunities, interactive family programs, shared decision making** ~~decision-making~~ and community collaboration in District and school education programs.

In order to ~~enhance~~ **further develop and strengthen** parent/guardian and ~~/caregiver involvement~~ **family engagement**, ~~the following essential elements/ components are to be promoted~~ **shall occur and/or be implemented at schools throughout the district:-**

- ~~Communication between home and school is~~ **Regular two-way, meaningful communication between parents/guardians and school staff, and, to the extent practicable, in language family members can understand.** ~~Effective communication requires school initiated contact with the parent/guardian/caregiver and parent/guardian/ caregiver initiated contact with the school where both parties provide vital information about a child's strengths, challenges, and accomplishments. To effectively communicate, both parties must be aware of issues such as cultural diversity, language differences and appropriate steps must be taken to allow clear communication for all participants.~~
- **Programs, activities and procedures that involve parents/guardians and family members.**
- **Promotion of and support for** ~~Responsible parenting/guardianship. /caregiving is promoted and supported. The family plays a primary role in their child's education. Parents/guardians/caregivers are linked to programs and resources within the community that provide support services to families.~~
- **Schools that are open and, inviting, and resources that are clear and easily accessible to parents/guardians and** ~~parents/guardians/caregivers and families. Parent advisory board or other organized group comprised of a sufficient representation of parents/guardians and family members.~~
- **Use of parent/guardian and family contributions, skills and knowledge wherever possible.**
- **Support for parents/guardians and families in understanding complex topics, such as district and state assessments.**
- **Literacy and/or technology training/assistance for parents/guardians and families.**
- **Opportunities for parents/guardians and families to volunteer and participate in classroom activities.**

The Office of Communications and the work of the Community School Relations Coordinator shall support efforts outlined in this policy. This may include coordination, technical assistance and other support needed by schools to implement effective parent/guardian and family engagement activities aimed at improving student academic achievement and school performance. This may include consultation with employers, business leaders, philanthropic organizations and individuals with expertise in effectively engaging parents/guardians and families in education.

The district will coordinate parent/guardian and family engagement strategies with other relevant federal, state, and local laws and programs, such as Head Start, to the extent feasible.

The district shall reserve at least one percent of its Title I allocation to assist Title I schools to carry out parent/guardian and family engagement activities. Parents/guardians and family members of

students receiving Title I funding shall be involved in the decisions regarding how these reserved funds are allotted for engagement. No less than 90 percent of the funds reserved shall be distributed to schools and shall be used to carry out activities and strategies consistent with this policy and at least one of the following:

1. Professional development relating to parent/guardian and family engagement strategies
2. Home-based programs
3. Disseminating information
4. Collaborating with community-based organizations
5. Engaging in activities and strategies that the local educational agency determines are appropriate

Each year, the district and each of its Title I schools will conduct, with parents/guardians and families, an evaluation of the content and effectiveness of the parent/guardian and family engagement policy, including identifying:

1. Barriers to greater participating by parents in Title I activities
2. The needs of parents/guardians and family members to assist with the learning of their children, including engaging with school personnel and teachers
3. Strategies to support successful school and family interactions
4. The annual evaluation of parent/guardian engagement in District and school programs will be conducted through the Community School Relations Manager.

Findings from the annual survey shall be used to design evidence-based strategies for more effective parent involvement, and to revise parent/guardian and family engagement policies.

LEGAL REF.: Wisconsin Statutes

Sections 118.019 [human growth and development]

118.15 (1)(d) [program or curriculum modifications]

118.153 [children at risk programming]

~~118.33 [parent opt out of testing]~~

~~118.34 [gifted and talented programming]~~

Chapter 115 Subchapter V [programs for students with disabilities]

Chapter 115 Subchapter VII [bilingual-bicultural ~~education~~programs]

Wisconsin Administrative Code

PI 13 [bilingual-bicultural/ELL programs]

PI 25 [children at risk programs]

Individuals with Disabilities Education Act [programs for students with disabilities]

Every Student Succeeds Act (ESSA) of 2015 [Title I parent engagement, parent and student privacy rights, reporting student achievement, etc.]

POLICY 1120

PARENT/GUARDIAN/CAREGIVER INVOLVEMENT AND FAMILY ENGAGEMENT

Page 2

CROSS REF.: 1110; Parent/guardian/caregiver Surveys
1210; ~~Communication—School Sponsored (including crisis)~~Communicating With
Parents/Guardians (Including Crisis)
1212; Non-English Language Version Printed Materials
1600; Visitors
1812; Relations with Parent-Teacher Organizations
2720; Shared Decision Making

5910, Children of Divorced or Separated Parents
6100, Mission, Beliefs and Objectives
6330, Privacy Rights in District Programs/~~Activities~~
6413.1, Family Life Education (Instruction ~~on~~ Human Sexuality)
6421, ~~Programs~~ Services for Students with Disabilities
6426, Student Program or Curriculum Modifications
6427, Individual and Remedial Services
6452, Student Progress Reporting
6460, Testing/~~Assessment~~ Programs
6461, ~~Parental Consent for Testing~~
6470, Student Records
6810, Teaching About Controversial Issues
~~Title I Program Plan~~
~~Bilingual Bicultural (ELL) Program Plan~~
~~Special Education Policy and Procedure Manual~~

ADMINISTRATIVE REGULATIONS: 6413.1 Guidelines for Communications ~~ing~~ with
Family Life Curriculum Objectives

AFFIRMED: December 14, 2004
December 19, 2006
September 25, 2018

APPENDIX A

School		% Free & Reduced	Total Enrollment	Free & Reduced	2018-2019 Estimated Allocation	16-17 Total of Free & Reduced 01/13/2017
		Public	Public	Public	Public	
At or Above 89%				#	7.01	
146	Frank EI	96.38554217	332	320	\$2,243	320
165	Brass C. EI	93.83259912	454	426	\$2,986	426
153	Jefferson EI	93.10344828	232	216	\$1,514	216
173	Ed. Bain CA	92.63959391	394	365	\$2,559	365
167	Wilson EI	91.03448276	145	132	\$925	132
852	Hillcrest	83.78	91	81	\$568	81
Between 75-88.99%					7.01	
175	Ed. Bain DL	86.74698795	332	288	\$2,019	288
155	McKinley EI	85.61151079	278	238	\$1,668	238
331	Lincoln MS	81.96721311	610	500	\$3,505	500
427	Reuther	79.56989247	279	222	\$1,556	222
334	Bullen M	78.33827893	674	528	\$3,701	528
333	Washington M	76.98412698	504	388	\$2,720	388
Between 55-74.99%					7.01	
147	Grant EI	74.18181818	275	204	\$1,430	204
164	Vernon EI	72.34848485	264	191	\$1,339	191
162	Strange EL	72.19626168	428	309	\$2,166	309
168	Bose EI	71.58273381	278	199	\$1,395	199
163	Grewenow EI	70.37037037	351	247	\$1,731	247
161	Southport EI	62.4260355	338	211	\$1,479	211
158	Roosevelt	57.79816514	436	252	\$1,767	252
Between 35-54.99%					7.01	
425	Bradford	56.60522273	1302	737	\$5,166	737
150	Harvey	52.98507463	268	142	\$995	142
145	Forest Park	52.24274406	379	198	\$1,388	198
169	Stocker EI	46.74418605	430	201	\$1,409	201
160	Somers EI	46.03174603	441	203	\$1,423	203
426	Tremper	41.82067077	1461	611	\$4,283	554
170	Jeffery	40.92409241	303	124	\$869	110
424	ITA	40.51150895	1955	792	\$5,552	792
TOTALS:				8325	58,358	8254

2018-2019 XX School Parent/Guardian and Family Engagement Agreement Address of School

Jeffery Elementary School recognizes that a child's education is a responsibility shared by the school and family during the entire period the child spends in school. To support the Kenosha Unified School District's mission, **"Provide excellent, challenging learning opportunities and experiences that prepare each student for success,"** the school and parents must work as knowledgeable partners.

Parents/guardians and family members of students receiving Title I funding shall be involved in the decisions regarding how these reserved funds are allocated for engagement. No less than 90 percent of the funds reserved shall be distributed to schools and shall be used to carry out activities and strategies consistent with this policy. At least one of the following areas need to be implemented (please check which areas will cover and then explain in the lower portion of policy):

- ☐ Professional development relating to parent/guardian and family engagement strategies
- ☐ Home-based programs
- ☐ Disseminating information
- ☐ Collaborating with community based organizations
- ☐ Engaging in activities and strategies that the local educational agency determines are appropriate

Although parents are diverse in culture, language, and needs, they share the school's commitment to the educational success of their children. This school, in collaboration with parents, shall support programs and practices that enhance parent/guardian and family engagement and reflect the specific needs of students and their families. They will include, but not be limited to, the following components of successful parent involvement programs:

Jeffery Elementary School has completed the Action Team for Partnership Process, a researched based program developed under the leadership of Dr. Joyce Epstein. The school's community partners include:

The administration and school staff recognizes the importance of providing a school climate conducive to parental participation. Engaging parents is essential to improved student achievement. This school, Jeffery Elementary, shall foster and support active parent engagement.

Date Adopted _____

Principal _____

PTA/PTO Representative _____

APPENDIX C

Interactive Parent Child Curriculum Program Evaluation

School Site _____

Program _____

Date: _____

What did you expect to learn from this program?

What is the most important fact/information that you learned, that will help you in your role as a parent?

What additional information would you like to learn about this topic?

What additional topics would you like to learn about?

Have you attended other family education programs?

_____ Yes _____ No

Programa de Plan de Estudios Interactivo de Padre y Niño

Evaluación

Sitio de Escuela _____

Programa _____

Fecha: _____

¿Qué espera aprender de este programa?

¿Qué es la información/dato que ha aprendido, que le ayudará en el papel como padre?

¿Qué información adicional le gustaría aprender acerca de este tema?

¿Qué temas adicionales le gustaría aprender?

¿Ha asistido a otros programas educativos para padres?

____ Si ____ No

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 28, 2018

Annual Restraint & Seclusion Report

By September 1, Wisconsin requires each school district to report the district restraint and seclusion data annually, to the school board (WI ACT 125, 118.305(4)(c)). Districts must submit the number of incidents of physical restraint and seclusion, the total number of students involved in the incidents, and the number of students with disabilities who were involved in the incidents. The report to the school board contains the same data as required in the U.S. Department Office of Civil Rights Cyclical Data Collection (CRDC) on physical restraint and seclusion.

CRDC Definitions:

- “Mechanical restraint” refers to the use of any device or equipment to restrict a student’s freedom of movement. The term does not include devices implemented by trained school personnel or utilized by a student that have been prescribed by an appropriate medical or related services professional.
- “Physical restraint” refers to a personal restriction that immobilizes or reduces the ability of a student to move his or her torso, arms, legs, or head freely. This does not include a physical escort, which would be applicable for a temporary setting for the purpose of inducing a student who is acting out to walk to a safe location.
- “Seclusion” means the involuntary confinement of a pupil, apart from other pupils, in a room or area from which the pupil is physically prevented from leaving. This does not include a timeout, which is a behavior management technique that is part of an approved program in a non-locked setting for the purpose of calming.

A covered (trained) individual may use seclusion on a pupil at school only if all of the following apply:

- The pupil’s behavior presents a clear, present, and imminent risk to the physical safety of the pupil or others and it is the least restrictive intervention feasible.
- A covered individual maintains constant supervision of the pupil, either by remaining in the room or area with the pupil or by observing the pupil through a window that allows the covered individual to see the pupil at all times.
- The room or area in which the pupil is secluded is free of objects or fixtures that may injure the pupil.
- The pupil has adequate access to bathroom facilities, drinking water, necessary medication, and regularly scheduled meals.
- The duration of the seclusion is only as long as necessary to resolve the clear, present, and imminent risk to the physical safety of the pupil or others.

Districts are required to report on two (2) types of restraint: mechanical and physical, and seclusion, detailing both the number of students (by disability status) and number of incidents. For example, the use of handcuffs by police officers would constitute a mechanical restraint and schools are required to fully document identified instances. Both a summary report and a full building level report are attached. For the 2017-18 school year, KUSD had 0 incidents of *mechanical* restraint, 72 students who had a total of 213 incidents of *physical* restraint, and 56 students who had a total of 183 incidents of *seclusion*.

This report is for informational purposes only.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Bridget Kotarak
Director of Special Education and Student Support

Kristopher Keckler
Chief Information Officer

Number of Students Subjected to Restraint or Seclusion by Demographics 2017-18

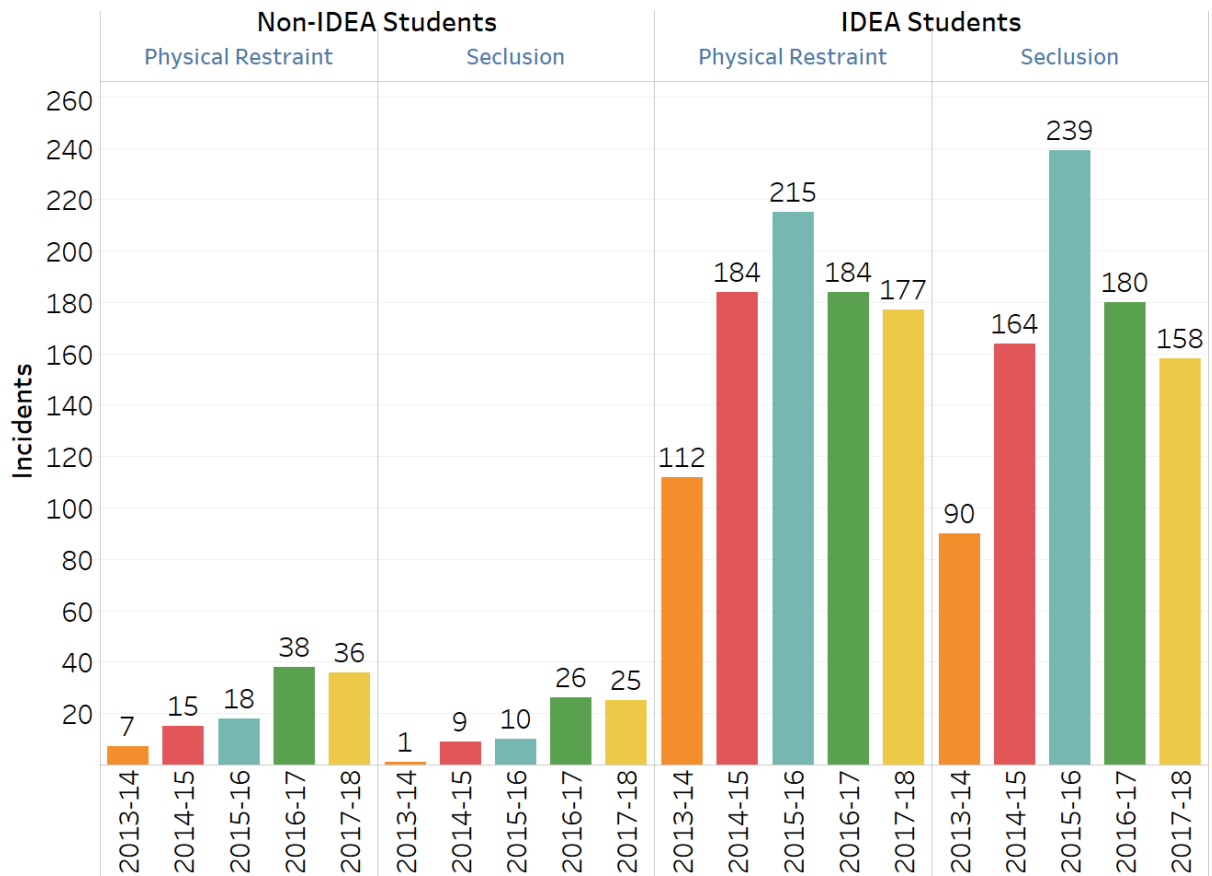
Type	Male										Female									
	H	I	A	P	B	W	T	Total	504	LEP	H	I	A	P	B	W	T	Total	504	LEP
Non-IDEA Students																				
Mechanical Restraint	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Physical Restraint	3	0	0	0	5	3	1	12	1	0	0	0	0	0	7	1	0	8	1	0
Seclusion	2	0	0	0	2	4	0	8	1	0	0	0	0	0	5	1	0	6	1	0
IDEA Students																				
Mechanical Restraint	0	0	0	0	0	0	0	0	NA	0	0	0	0	0	0	0	0	0	NA	0
Physical Restraint	7	0	1	0	16	18	2	44	NA	4	1	0	0	0	3	4	0	8	NA	0
Seclusion	5	0	0	0	16	13	2	36	NA	3	0	0	0	0	2	4	0	6	NA	0

Number of Incidents of Restraint or Seclusion 2017-18

Type	Non-IDEA Students	Students Serviced Under Section 504 Only	IDEA Students
Mechanical Restraint	0	0	0
Physical Restraint	36	2	177
Seclusion	25	2	158

**Number of Incidents of Restraint or Seclusion
SY 2014-15, 2015-16, 2016-17 and 2017-18**

Type	Non-IDEA Students				Students Serviced Under Section 504 Only				IDEA Students			
	2014-15	2015-16	2016-17	2017-18	2014-15	2015-16	2016-17	2017-18	2014-15	2015-16	2016-17	2017-18
Mechanical Restraint	0	0	3	0	0	0	0	0	1	1	3	0
Physical Restraint	15	18	38	36	0	0	3	2	184	215	184	177
Seclusion	9	10	26	25	0	0	3	2	164	239	180	158





Seclusion/Physical Restraint Incident Report

Department of Special Education and Student Support

Student Name:

School:

Grade:

Student ID Number *(Required)*:

Gender: ☐ M ☐ F

Student Has IEP ☐ Yes ☐ No Disability:

Special Education Teacher:

Incident Date:

Incident Time:

Initiating Staff Member:

Seclusion: ☐ Yes ☐ No

Restraint: ☐ Yes ☐ No

Describe the behavior(s) that led to the use of seclusion/physical restraint *(including students and staff present, possible causes, precipitating factors, and intervention attempts)*:

Student behavior during seclusion/physical restraint:

Duration of seclusion/physical restraint:

Student behavior after seclusion/physical restraint:

Follow-up with student after seclusion/physical restraint (e.g., return to class, loss of privileges, suspension) and student response to follow-up action:

Prior to the incident, was a FBA/BIP completed? ☐ Yes *(please attach)* ☐ No

If a FBA/BIP has not been completed, is one scheduled? ☐ Yes ☐ No

Describe any injury or property damage:

Employee Incident Report Form completed: ☐ Yes ☐ No

Student Incident Report Form completed: ☐ Yes ☐ No

Date and method of parent/guardian notification:

Principal Signature *(Required)*: _____ Date: _____

Submit a copy to your program support teacher, principal and director of Special Education and Student Support no later than one school day from date of incident. Do not put a copy in student file.

Revised 9/13

Kenosha Unified School District
2017-2018 Restraint and Seclusion

Table 1. Non-IDEA Students Subjected to Mechanical Restraint

School	Male										Female									
	H	I	A	P	B	W	T	Total	S504	LEP	H	I	A	P	B	W	T	Total	S504	LEP
Bose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bradford	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brompton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dimensions of Learning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Edward Bain Creative Arts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Edward Bain Dual Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Forest Park	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Frank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hillcrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jefferson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha eSchool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
KTEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lincoln	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mahone	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
McKinley	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pleasant Prairie	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Somers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stocker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vernon	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wilson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

H= Hispanic or Latino of any race
I= American Indian or Alaska Native
A= Asian

P= Native Hawaiian or Other Pacific Islander
B= Black or African American
W= White

T= Two or more races
504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2017-2018 Restraint and Seclusion

Table 2. Non-IDEA Students Subjected to Physical Restraint

School	Male										Female									
	H	I	A	P	B	W	T	Total	S504	LEP	H	I	A	P	B	W	T	Total	S504	LEP
Bose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bradford	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brompton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chavez Learning Station	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Dimensions of Learning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Edward Bain Creative Arts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0
Edward Bain Dual Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Forest Park	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Frank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hillcrest	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	4	0	0
Jefferson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha eSchool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
KTEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lincoln	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	1	0	0
Mahone	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
McKinley	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pleasant Prairie	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Somers	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stocker	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vernon	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Whittier	1	0	0	0	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0
Wilson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	0	0	0	5	3	1	12	1	0	0	0	0	0	7	1	0	8	1	0

H= Hispanic or Latino of any race
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A= Asian

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B= Black or African American
W= White

T= Two or more races
504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2017-2018 Restraint and Seclusion

Table 3. Non-IDEA Students Subjected to Seclusion

School	Male										Female									
	H	I	A	P	B	W	T	Total	S504	LEP	H	I	A	P	B	W	T	Total	S504	LEP
Bose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bradford	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brompton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dimensions of Learning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Edward Bain Creative Arts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0
Edward Bain Dual Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Forest Park	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Frank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hillcrest	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	3	0	0
Jefferson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha eSchool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
KTEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lincoln	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mahone	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
McKinley	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pleasant Prairie	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Somers	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stocker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vernon	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Whittier	1	0	0	0	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0
Wilson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	0	0	2	4	0	8	1	0	0	0	0	0	5	1	0	6	1	0

H= Hispanic or Latino of any race
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B= Black or African American
W= White

T= Two or more races
504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2017-2018 Restraint and Seclusion

Table 4. IDEA Students Subjected to Mechanical Restraint

School	Male										Female									
	H	I	A	P	B	W	T	Total	LEP	H	I	A	P	B	W	T	Total	LEP		
Bose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Bradford	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Brompton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Dimensions of Learning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Edward Bain Creative Arts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Edward Bain Dual Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Forest Park	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Frank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Hillcrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Jefferson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Kenosha eSchool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
KTEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Lincoln	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Mahone	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
McKinley	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Pleasant Prairie	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Somers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Stocker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Vernon	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Wilson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

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Kenosha Unified School District
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Table 5. IDEA Students Subjected to Physical Restraint

School	Male										Female								
	H	I	A	P	B	W	T	Total	LEP	H	I	A	P	B	W	T	Total	LEP	
Bose	1	0	0	0	2	1	0	4	0	0	0	0	0	0	0	0	0	0	
Bradford	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	
Brass	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	
Brompton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Bullen	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dimensions of Learning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Edward Bain Creative Arts	2	0	0	0	2	1	1	6	2	0	0	0	0	0	0	0	0	0	
Edward Bain Dual Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Forest Park	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	
Frank	1	0	1	0	3	0	0	5	0	0	0	0	0	1	1	0	2	0	
Grant	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	
Grewenow	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hillcrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Jefferson	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	1	0	
Jeffery	0	0	0	0	1	0	0	1	0	0	0	0	0	1	1	0	2	0	
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Kenosha eSchool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
KTEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lincoln	0	0	0	0	1	1	0	2	0	0	0	0	0	1	0	0	1	0	
Mahone	0	0	0	0	0	2	0	2	0	0	0	0	0	0	1	0	1	0	
McKinley	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Nash	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	
Pleasant Prairie	0	0	0	0	1	3	0	4	0	0	0	0	0	0	0	0	0	0	
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Roosevelt	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	
Somers	1	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	0	
Southport	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	
Stocker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Tremper	1	0	0	0	0	2	0	3	0	0	0	0	0	0	0	0	0	0	
Vernon	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Washington	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Wilson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	7	0	1	0	16	18	2	44	4	1	0	0	0	3	4	0	8	0	

H= Hispanic or Latino of any race
I= American Indian or Alaska Native
A= Asian

P= Native Hawaiian or Other Pacific Island
B= Black or African American
W= White

T= Two or more races
504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2017-2018 Restraint and Seclusion

Table 6. IDEA Students Subjected to Seclusion

School	Male										Female								
	H	I	A	P	B	W	T	Total	LEP	H	I	A	P	B	W	T	Total	LEP	
Bose	1	0	0	0	2	0	0	3	0	0	0	0	0	0	0	0	0	0	
Bradford	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	
Brass	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	
Brompton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Bullen	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dimensions of Learning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Edward Bain Creative Arts	1	0	0	0	1	3	1	6	1	0	0	0	0	0	0	0	0	0	
Edward Bain Dual Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Forest Park	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	
Frank	1	0	0	0	5	0	1	7	0	0	0	0	0	1	1	0	2	0	
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grewenow	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hillcrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Jefferson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Jeffery	0	0	0	0	1	0	0	1	0	0	0	0	0	1	1	0	2	0	
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Kenosha eSchool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
KTEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lincoln	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
Mahone	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	0	
McKinley	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Pleasant Prairie	0	0	0	0	1	2	0	3	0	0	0	0	0	0	0	0	0	0	
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Roosevelt	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	
Somers	1	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	0	
Southport	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	
Stocker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Vernon	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Washington	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Wilson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	5	0	0	0	16	13	2	36	3	0	0	0	0	2	4	0	6	0	

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Kenosha Unified School District
2017-2018 Restraint and Seclusion

Table 7. Instances of Restraint or Seclusion

School	Mechanical Restraint			Physical Restraint			Seclusion		
	IDEA	Only S504	Non-IDEA	IDEA	Only S504	Non-IDEA	IDEA	Only S504	Non-IDEA
Bose	0	0	0	24	0	0	22	0	0
Bradford	0	0	0	7	0	0	1	0	0
Brass	0	0	0	2	0	0	2	0	0
Brompton	0	0	0	0	0	0	0	0	0
Bullen	0	0	0	2	0	0	5	0	0
Chavez Learning Station	0	0	0	0	0	2	0	0	0
Dimensions of Learning	0	0	0	0	0	0	0	0	0
Edward Bain Creative Arts	0	0	0	9	1	1	8	1	1
Edward Bain Dual Language	0	0	0	0	0	0	0	0	0
Forest Park	0	0	0	1	0	8	1	0	9
Frank	0	0	0	17	0	2	25	0	2
Grant	0	0	0	1	0	0	0	0	0
Grewenow	0	0	0	3	0	0	5	0	0
Harborside	0	0	0	0	0	0	0	0	0
Harvey	0	0	0	0	0	0	0	0	0
Hillcrest	0	0	0	0	0	1	0	0	1
Indian Trail	0	0	0	0	0	6	0	0	3
Jefferson	0	0	0	10	0	5	2	0	3
Jeffery	0	0	0	15	0	0	3	0	0
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0
Kenosha eSchool	0	0	0	0	0	0	0	0	0
Phoenix Project	0	0	0	0	0	0	0	0	0
KTEC	0	0	0	0	0	0	0	0	0
LakeView	0	0	0	0	0	0	0	0	0
Lance	0	0	0	0	0	0	0	0	0
Lincoln	0	0	0	4	0	3	1	0	0
Mahone	0	0	0	8	0	1	5	0	0
McKinley	0	0	0	0	0	0	0	0	1
Nash	0	0	0	1	0	0	0	0	0
Pleasant Prairie	0	0	0	10	0	1	17	0	0
Prairie Lane	0	0	0	7	0	0	7	0	0
Reuther	0	0	0	0	0	0	0	0	0
Roosevelt	0	0	0	2	0	0	2	0	0
Somers	0	0	0	29	0	2	43	0	2
Southport	0	0	0	5	0	0	6	0	0
Stocker	0	0	0	0	0	1	0	0	0
Strange	0	0	0	0	0	0	0	0	0
Tremper	0	0	0	16	0	0	0	0	0
Vernon	0	0	0	0	0	0	0	0	0
Washington	0	0	0	4	0	0	3	0	0
Whittier	0	0	0	0	1	3	0	1	3
Wilson	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	177	2	36	158	2	25

IDEA = Students with disabilities

Non-IDEA = Students without disabilities and students with disabilities served solely under Section 504

S504 = Students with disabilities that are provided with services under Section 504 and are not provided with services under the Individuals with Disabilities Education Act (IDEA)

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Kenosha Unified School District
Kenosha, Wisconsin

August 28, 2018

HEARING OFFICERS

Administration brings forth a recommendation concerning the appointment of Hearing Officers to assist the District with any expulsion hearings for the upcoming school year. Hearing Officers have been paid \$100 per hearing for at least the last 12 years. Administration is recommending Hearing Officers be paid \$100 for the first hour and \$25 for every 15 additional minutes after the first hour not to exceed \$300 for each hearing, in order to be competitive with surrounding school districts. Attachment A demonstrates several surrounding school districts and their current cost for hearing officers.

Indicated below are the two individuals that Administration recommends for the 2018-2019 school year:

Nancy Wheeler

Ms. Wheeler is a practicing attorney in Racine. She previously served as a Racine Judge, of which four years were in the juvenile division. Ms. Wheeler has served as a KUSD Hearing Officer for the past six years.

Richard Regner

Mr. Regner is a retired school Administrator who has experience as a teacher, building principal and as a District level administrator. Mr. Regner has served as a KUSD Hearing Officer also for the past six years.

Administrative Recommendation

Administration recommends that the Board of Education authorize the appointment of Nancy Wheeler and Richard Regner as Hearing Officers for the purpose of expulsion hearings during the 2018-2019 school year. Administration further recommends that the contract for hearing officers be set at a rate of \$100.00 per hearing for the first hour and \$25 for every 15 additional minutes not to exceed \$300 for the 2018-2019 school year.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Susan Valeri
Chief of School Leadership

Hearing Officer

City	Per Case Rate	Hourly Rate	15 Minute Intervals After One Hour	Not To Exceed	Lawyer
Appleton	n/a	\$0	n/a	n/a	yes
Green Bay	n/a	\$0	n/a	n/a	yes
Janesville	\$250	n/a	n/a	n/a	yes
Madison	n/a	\$115	\$29	n/a	no
Racine	n/a	\$100	\$25	\$300	no
Kenosha	100	n/a	0	n/a	yes

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 28, 2018

**PROVISIONS GOVERNING THE TRANSPORTATION
OF STUDENTS ATTENDING PUBLIC AND PRIVATE
SCHOOLS FOR THE 2018-2019 YEAR**

The following provisions for the transporting of students attending public and private schools will become effective from and after the fifteenth day of August 2018. (These provisions relate to Board Policies 3511 and 3514.)

Students Attending Public Schools

1. Pursuant to Wisconsin Statutes, transportation shall be provided to all students residing in the City of Kenosha, Village of Pleasant Prairie, and Town of Somers who live two or more miles from the public school to which they are assigned.
2. Pursuant to Wisconsin Statutes relating to transportation in areas of unusual hazards, transportation shall be provided to students of all elementary schools, 4k kindergarten through grade 5, who reside in the Village of Pleasant Prairie, Town of Somers (except elementary school students residing within the attendance areas of Forest Park, Grant, Strange, and Harvey Elementary Schools), and certain designated areas in the district as described below.
3. Transportation will be provided for all students residing in the corporate limits of the City of Kenosha and living west of Highway 31, with the exception of Nash Elementary students where safe walking conditions are available and for Bradford High School students where the only access road is Highway 31.
4. Transportation will be provided to students residing within the corporate limits of the City of Kenosha who attend 4k kindergarten through grade 5 of the elementary school located outside the corporate limits of the City of Kenosha.
5. Transportation will be provided for students who reside within the Bose Elementary School attendance area east of the Chicago and Northwestern Railroad tracks and for students who reside west of 22nd Avenue.
6. Transportation will be provided for students who reside within the Jeffery Elementary School attendance area on the south side of 89th Street, west of 22nd Avenue, and east of 39th Avenue and for students residing within the corporate limits of the City of Kenosha north of 85th Street and west of 39th Avenue.

7. Transportation will be provided to students residing within the Curtis Strange Elementary School attendance area north of 52nd Street until such time that the City of Kenosha will provide improved walking areas.
8. On a temporary basis, subject to annual review, transportation will be provided for students attending and residing within the Grant Elementary School attendance area south of Highway 142 and west of the old Chicago-Milwaukee North Shore Railroad right-of-way.
9. No transportation will be provided for students who are voluntarily enrolled in alternative programs, participating in part-time and full-time open enrollment programs, or participating in Recreation Department programs
10. Elementary students (grades 4k through 5) may be required to walk up to 1 mile to an authorized school bus pick-up point. Students in grades 6 through 12 may be required to walk up to 1 mile to a school bus pick-up point. Exceptions to these distances may occur in areas considered “unusually hazardous” and will be subject to approval by the Supervisor of Transportation.
11. Students supervised before and after school by a day care center located within the attendance area of the school may be bused to the school. The Superintendent will make recommendations to the Board relative to any exceptions to this policy.
12. Transportation will be provided to students attending the academy portion of Indian Trail High School, residing less than two miles from school, until such time that the City of Kenosha will provide improved walking areas and are in the attendance boundary of ITHS.
13. Students attending schools of choice are not provided transportation. Lakeview Technology Academy (LTA) students may request bus service to their boundary high school and ride a District provided shuttle bus from their boundary high school to LTA. Students are then shuttled back to their boundary high school for transportation rides home. (Note: Harborside will be allowed to use the boundary high school routes and take a shuttle to and from Harborside so long as Harborside continues to pay for their transportation.)
14. Transportation will be provided to students who reside in Lance Middle School attendance area who live on Cooper Road, or west of Cooper Road until such time that the Village of Pleasant Prairie provides improved walking areas. Students may be required to walk no more than 200 ft. on Cooper Road.
15. Students who reside on Highway “H”, 39th Avenue, and Springbrook Road may be required to walk no more than 200 ft. on these roads.
16. Transportation will be provided to students who reside in the Bradford High School attendance area who are less than 2 miles but become more than 2 miles due to the hazardous walk zone along Washington Road from east of Highway 31 to 39th Avenue.

Students Attending Private Schools

1. Pursuant to Wisconsin Statutes, transportation shall be provided to students attending private schools on the same basis as set forth above for students attending public schools with the additional provisions listed below.
2. Pursuant to Wisconsin Statutes, students residing in the school district who attend private schools located not more than five miles beyond the boundaries of the school district but within the state are eligible for transportation. In lieu of district bus transportation, parent contracts will be offered to the parent or guardian of each eligible pupil in accord with Wisconsin Statutes.
3. Pursuant to Wisconsin Statutes, transportation will be provided as set forth above to the private school located in the attendance area in which the pupil resides.

Transportation for Students with Exceptional Needs

1. Pursuant to Wisconsin Statutes, transportation shall be provided for students with exceptional education needs, regardless of distance, if such request (or such transportation) is approved by local and state authorities. Approval shall be based on whether or not the child can walk to school with safety and comfort.

Other Provisions Concerning the Transportation of Students

1. Pursuant to Wisconsin Statutes, the Board is empowered to administer, set transportation routes and schedules, secure necessary information, make reports, and apply for and receive aids for the transportation of both public and private school students actually transported.
2. Insofar as possible, administrators of private schools shall be requested to coordinate their school calendars with the public school calendar.
3. Transportation will be provided for public and private school students as approved by the Board to implement state-mandated programs and federal programs.
4. Insofar as possible, bus stops for students with exceptional needs and Head Start students are to be designated near to and on the same side of the street as the residence unless bus aids are provided or other arrangements are made with the parent through the district Transportation Office.
5. The provisions of this policy statement as set forth above shall apply in all instances except those in which extraordinary conditions are held to prevail and shall be subject to further review pending any required adjustments due to unforeseen circumstances.
6. Administration will be responsible for establishing and maintaining bus routes in accordance with this policy and changes in student population.

Administration Recommendation

Administration recommends school board approval of the Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2018-2019 year.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Jeff Marx
Transportation Supervisor

Mr. Patrick Finnemore, PE
Director of Facilities



August 28, 2018

DONATION TO THE DISTRICT

The District has received the following donation:

1. Lowe's donated a refrigerator, plants, mulch, garden hose and a water cooler to McKinley Elementary School. The value of this donation is \$1,500.

Administrative Recommendation

Administration requests the Board of Education approve acceptance of the above listed gift(s), grant(s) or bequest(s) as per Board Policy 1400, to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90(5)(a).

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 28, 2018

**Tentative Schedule of Reports, Events,
and Legal Deadlines for School Board
August-September**

August

- August 14, 2018 – CANCELED: Standing Committee Meetings
- August 23-27, 2018 – New instructional staff orientation
- August 27, 2018 – Special Meeting – 5:30 P.M. in ESC Boardroom
- August 28, 2018 – All instructional staff report
- August 28, 2018 – Regular Board of Education Meetings – 7:00 P.M. in ESC Boardroom

September

- September 3, 2018 – Labor Day – District Closed
- September 4, 2018 – First Day of School
- September 11, 2018 – Standing Committee Meetings – 5:30 P.M. in ESC Boardroom
- September 25, 2018 - Regular Board of Education Meeting – 7:00 P.M. in ESC Boardroom

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